



# Our Unity Increased Funding for Harborview

We made a commitment to work with management to get more funding at HMC. We did that because we believe in the mission of Harborview and know that the recruitment and retention of excellent co-workers is what makes HMC the best place to work.

We kept our part of the deal, now management needs to keep theirs. We have proposed solutions for patient care and how to continue to uplift the mission of Harborview in our contract. We continue to seek partnership with Harborview to make sure it remains viable so that we can get paid what we deserve for our service to our communities.

Our united work in Olympia resulted in an increase of operational funding and the elimination of the B&O tax, meaning \$20 million more over the next two years to ensure we are able to provide the care our vulnerable patients need, and so that we can be paid wages that allow us to thrive, not just survive, in the King County economy.

We need money on top of what was budgeted for us before we were able to increase Harborview's funding through our united efforts in the Legislature. Our agreement with management needs to benefit each and every one of us because we are all in this together in our union. We know if we continue to stay united and never give up, we can secure the wages and premiums that allow us to be the best.



"I was there at coalition bargaining when administration committed to increase wages if we went to the state legislature and secure funds. We did that. We accomplished our goal. We are extremely disappointed to hear management backed away from that promise. We have proven our union strength and will win the money we were promised despite what management told us in the room."

**Nike Jawando-Williams, IONM**



"The administration got their money because **WE** went to the state legislature for it. We got it for them, and now they don't want to give us our share. We have to be united and take action in order for the administration to live up to their promise. It means **YOU** have to join us in taking action"

**Melissa Flood, Anesthesia Tech**



We told the Board of Regents that they need to preserve and uplift our essential community services and not make cuts to care. From Airlift NW, to Hall Health, to Harborview, each one of us should be valued for our contribution to the community.

## Our united path to a great contract:

We have key proposals still unsettled on the table, and we need to continue to let management know we are ready to fight for the things we know we need.

- Strong across-the-board wages
- Parity, because equal work needs equal pay
- A strong voice in the staffing our patients need, no matter the shift or job class
- Organizational Equity and Inclusion to build a Harborview where we all feel like we belong
- Recruitment and retention standards so our patients get the care they need when they need it
- No takeaways



"Pharmacy techs needs to be brought up to cost of living and market adjustments. The cost of living is not equal to our pay level. It's nearly impossible to live in city near our jobs. That translates to longer commutes and losing valuable time with family. Meaning waking up one hour before the norm, getting home one hour after, or missing out on your kid's soccer game. It's about quality of life. We are asking this so we can recruit and retain pharmacy techs to provide the care our patients need. Pharmacy is the last stop before patients are discharged. We are asking management do the right thing."

**Nisay Mean, Pharmacy Tech**

## We Need a Stronger Harborview with Organizational Equity and Inclusion

We reasserted all of our proposals around harassment, discrimination and bias that call on management to provide safe restroom access for all, and safe and sanitary lactation stations that don't double for a broom closet. We aim to build functional systems of accountability that provide a safe system of reporting and fighting the racism and oppression that we experience at HMC.