



We are the Links that Hold Harborview and Airlift NW Together

The care WE provide is why patients come to Harborview and Airlift NW. That's why we sent a powerful message to CEO Paul Hayes and Associate Administrator Sommer Kleweno-Walley that we are united for respect, racial justice, safe staffing, and parity. We signed links to form a chain of unity through the hospital and delivered our message in the cafeteria and told management we will not settle a contract that doesn't improve patient care or value us and the care we provide to our communities.

We need investments in our well-being to keep the high standard of care our communities expects. When management calls us an expense they want to reduce, while saying they want to invest in buildings and equipment, it is disrespectful and won't improve our ability to provide quality care to our communities.



"Management said no to our safe staffing proposals, no to our Organizational Equity and Inclusion proposals and no to our break nurse proposals. They claim that our values are the same. Yet, their proposals reject safe staffing, reject racial justice for staff members and reject breaks for nurses. We call on management to offer respectful proposals that are reflective of their claimed values NOW! They must acknowledge and

include the heart of Harborview Medical Center — US (United we Stand), the staff members!"

Melanie Arciaga, RN, 5EH

Management needs to accept our proposals to make Harborview a safe and welcoming place for all. Our Organizational Equity and Inclusion proposal is a commitment to work with management to address all forms of discrimination we encounter at work. Training to raise our awareness of how oppression shows up in our work place must be as important to carrying out our mission as the technical and professional skills we possess. We need highly skilled colleagues that can rapidly respond when discrimination is reported at work. It is not acceptable that administration asks us to wait and see if management can fix these problems on their own.

Our proposals aim to improve care at Harborview and Airlift NW. We are short staffed on many units and job classes across the hospital, which affects retention. Healthcare has become a national market and we cannot continue to lose our staff to other hospitals and at the same time fail to recruit nurses and healthcare workers. If management truly shares our values, they will accept our proposals for better patient care. We know we can improve recruitment and retention and therefore improve patient care.

Our proposals for better patient care

- Wage increases to keep up with the rising cost of our community
- Charge RN unassigned and outside of the matrix
- Keep our Break RNs and expand Break RNs to 4West
- Parity in premiums and vacation that recognize our time is valuable
- Limiting rotating shifts
- Maintain the current care model at Airlift NW without pay cuts to flight nurses



"We have to voice our concerns to get change. Administration tells us we are different from acute floors but we are able to float to acute care floors because our skill set is the same. The acuity of all of our patients is really high and we are the only floor

that gets vent patients from ICU. When we have to double up patients to get our breaks, the care cannot be the same. If management thinks we are taking our breaks without a break nurse, they are wrong. We need break nurses on 4West."

Ada Wondwossen and Abraham Tale, RNs, 4WH



"I wanted to be there because I want him to know this impacts me directly and my colleagues, too. It is not ok they are not caring enough about us to address the horrible treatment from management and colleagues. I would like CEO Paul Hayes and

administration to take the proposal we have brought to have real solutions. It seems disingenuous to ask about problems, but not be willing to consider solutions from the people most affected. I would like an actionable plan in our contract around equity and inclusion. It needs to be a living, breathing plan of equity and inclusion amongst the people who work here. We do a good job not treating patients poorly but there is a big gap between how we treat our patients and how we treat each other."

Sauda Porter, LICSW, HCSATS



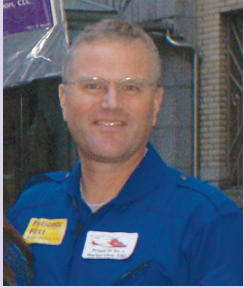
"I came here today because we need change. We deserve these benefits and this is why my co-workers and I took action."

Leslie Bailey, Imaging Tech, Radiology/ED



"Today's action was extremely powerful, it left me feeling supported and empowered to continue fighting for our values."

Nike Jawando-Williams, IONM, OR



"Prioritizing our patient care is our first priority. It is time for something in writing from management that says they will preserve our two critical care nurse model and that medics are off the table. We keep getting mixed messages and now we need guarantees. Administration expects us to take on a lot of responsibility with minimal resources and back up, but also wants us to take a pay cut. How is administration demonstrating they respect our work? It nauseates me to hear management say the margin is tough. RNs are the revenue generating service. If you respect us then pay us fairly."

Joel McCulloch, RN, ALNW, Arlington Base



"I heard about the lack of a good raise as compared to the standard pay for nurses. This was a good opportunity for me to be heard. This is such a big issue for us. I was encouraged by how many people

came to the action!"

Muna Amdala, RN, 4EH



"As your representatives at the bargaining table, our hope is to have a fair contract ready by July 1. Unfortunately, recent years have taught us that decent contracts do not always arrive on time. Be it July 1 or later, your bargaining team will not settle for an offer that doesn't provide you the resources you need to carry out Harborview's mission here in Seattle."

Nic Escobar, RN, 3EH

