

In Our Largest Vote Ever, We Voted To Take a Picket Action!

More of us than ever before united to vote YES to take action to hold UW Medicine accountable to our values.

We've done everything we can to partner with the UW to solve the major challenges at Harborview:

- We worked to elect leaders who would support us and our patients
- We've advocated in Olympia and secured \$20 million for Harborview's budget
- We've offered proposals that would improve patient care and recruit and retain the best caregivers in the world
- We've challenged ourselves and management to move quicker in bargaining

Despite our efforts, the administration is taking the \$20 million we secured for Harborview and putting it to the bottom line, instead of to patient care where we know it is most needed.

We need a contract that reflects our values and improves care:

- We need extra 1% on top of our across-the-board increases
- Parity with other UW Medicine affiliates
- Safe staffing standards, like retaining and expanding our break relief nurse program
- Wages and benefits that support strong recruitment and retention of our coworkers

UW continues to refuse our priority proposals:

- 3% increases each year spread in across-the-boards + vacation accrual + bonuses
- Recruitment and retention wage increase for Pharmacy Techs
- Vacation accrual increases so our accruals match those of our coworkers at Harborview
- Break relief nurse expansion to 4WH Rehab
- Across-the-board increases that show respect for the work we do for our patients, both in the hospital and in Olympia

We deserve more.



"I feel we have been taken advantage of. Management's refusal to accept our proposals makes it harder to work for our patients and carry out our mission. Harborview won't be able to recruit and retain on their current offer. We won't be able to grow and be a magnet hospital. We told you, our coworkers, that we need 3% each year from our across the boards and vacation accrual.

Administration is still refusing to value the work we've done to secure more money for our patients and for us. We may be part of UW Medicine but we are Harborview and we deserve more than what administration is offering."

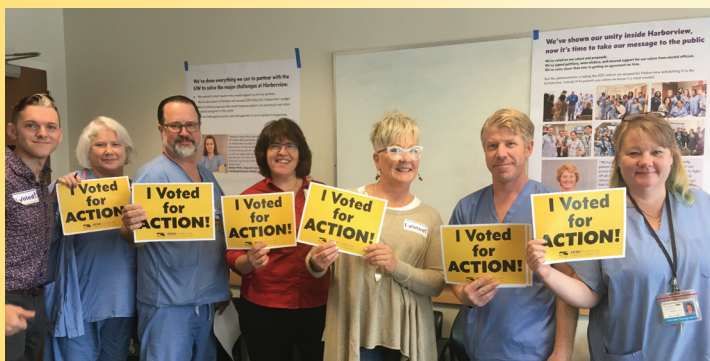
Lori Davis, RN, MCICU, Bargaining Team Member



"We put in time, effort, and our own money to eliminate the \$15 million B&O tax burden and get an additional \$5 million for Harborview. So many of us used our personal time to knock doors and put our money in our Healthcare Leadership Fund to elect people who would do the right thing and help us achieve fair wages and prioritize the needs of our patients. We

know it was because of us that this happened. It's insulting that UW is refusing to put some of that money back to us, the workers of Harborview."

Melissa White, Diagnostic Sonographer Lead, Executive Board and Bargaining Team Member



- By taking action together as a union, we've already gotten important wins for each other and our patients:
- Administration brought 31 takeaways to our Airlift NW coworkers. Our unity prevented all 31 takeaways AND preserved our critical care flight nurse model
 - A commitment to partner on Organizational Equity and Inclusion so we can work towards healing the ways different forms of oppression show up at work
 - Some increases in premiums and differentials

But we deserve more.



"I've been on the bargaining team since 2013 and I've seen action work. When we stand united and send our message out to the community, it moves management to do the right thing. We are working hard at the bedside keeping our patients safe but sometimes that's not enough. We need to take action to better our working conditions and ensure the best care for our patients.

Will you stand by me?"
Melanie Arciaga, RN, 5E, Executive Board and Bargaining Team Member



"We took action to show administration we value quality patient care and the communities we serve. Because of our action to call for patient care over profits, we were able to fight off all 31 takeaways to Airlift NW and secured our critical care nurse flight team for the next two years. This would not have happened without our action and that's why I know that a public action will move administration to do what is right for Harborview. Airlift NW will stand with Harborview the same way you stood with us."

Kris Bauer, ALNW Flight Nurse, Bremerton Base, Bargaining Team Member



"Our bargaining team has been working hard to get us a contract that reflects the values our members indicated were important to them during our proposal vote meetings. Management has rejected most of these proposals. Our bargaining team was committed to getting the contract ready to vote for ratification by June 30, the day our contract expired. Unfortunately, we are unable to bring the contract we wanted for you, as management values continue to be profit driven over being an employer of choice and putting patients first."

Scott Canaday, Angio Tech, Radiology and Vice President

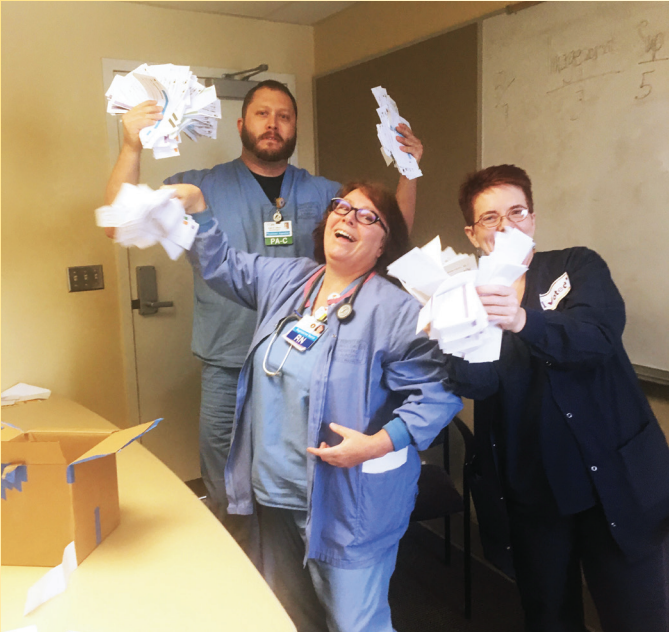
We will have support from the community and elected officials to help us win important gains:

- King County Executive Dow Constantine and King County Council supports us in bargaining and is telling UW to settle a contract that values our work
- King County Councilmembers Joe McDermott, Jeanne Kohl-Welles, and Larry Gosset at our bargaining sessions
- State Rep. Nicole Macri wrote a letter to Airlift NW and UW Medicine
- State lawmakers passing \$20 million for Harborview's patient and workers

We are back to bargaining with administration tomorrow — details will follow of whether we will need to take a public picket action or if administration agreed to a contract that reflects our values.



- Our Bargaining Team:**
Annika Garman, Registered Dietitian
Heather Gates, ARNP, Respite
John Ralston, Imaging Supervisor
Karen Conger, Registered Dietitian
Katy Brehe, RN, TSICU
Lori Davis, RN, MCICU
Melanie Arciaga, RN, 5EH
Michael Trumbly, RN, MCICU
Pat Racioppo, RN, 7EH
Scott Canaday, Angio Tech, Radiology
Sonja Bring, ARNP, Surgery
Chris Thorn, ALNW Flight Nurse, Juneau
Chrys Potuzak, SW, HCSATS
Dajin Perkins, ALNW Flight Nurse, Juneau
Joe Hufford, RN, Palliative Care for the Homeless
Kimela Vigil, SW, Women's Clinic
Kris Bauer, ALNW Flight Nurse, Bremerton
Linda Wilson, RT, Pulmonary Function Lab
Lydia Kline, ALNW Flight Nurse, Bellingham
Miranda Carruth, Inpatient SW
Neeru Kaur, RT
Peter Njoroge, RN, 4WH
Sam Conley, RN, 3WH
Chris Pearson, END, EEG
Grace Yang, RN, BPICU
Melissa Flood, AT, OR
Melissa White, Diagnostic Sonographer Lead
Nick Escobar, RN, 3EH
Nike Jawando Williams, IONM, OR
Nisay Mean, Pharmacy Tech
Olga Ramirez, RN, 3EH



Justin Gifford, HCS, Lisa Hansen, RN, and Melissa Flood, AT counted our votes and are ready to take action!