

We aren't done growing our strength to hold UW accountable

United we won high standards for our members, but over the next two years we must become stronger than ever! We must grow our union by recruiting more delegates, taking actions to enforce our contract, utilize our hard-won Joint Labor Management Committees and strengthen our staffing committee. United we must grow our power in our community, including working to win a pro-worker UW Board of Regents, win a pro-worker HMC Board of Trustees and continue building alliances across our sibling union.

Our work with other unions preserved our health benefits

Working together with our union allies as a state coalition, we were able to fight off an increase in our healthcare insurance contributions and maintained the 85/15% premium share with the employer.

Our union contributed to the successful passage of the Washington State Family and Medical Leave Law! Starting in 2020, members will be allowed up to 12 weeks per year of paid leave to care for yourself or a family member, it includes partial wage replacement based on how much you earn in a typical week. You can use up to \$1,000 a week depending on your wage. This is what happens when we stay united in upholding our values.

How do I get my free UPASS?

Administration needs about a month to update their systems to provide our free UPASS

Each of us will get a notice when the UPASS is available for free

Go to the Parking Office to activate your free UPASS!

Ride free and easy on public transportation, including buses, commuter ferries, the Sounder, light rail and commuter trains

United, We Secured a Contract That Reflects Our Values!

A supermajority of us voted to ratify our new agreement with UW Medicine and Harborview Medical Center, raising standards for us and our patients.

In the face of UW Medicine cuts and Project FIT, we stood united across unit, shift and job class, and negotiated a strong contract that reflects values that we hold dear.

Through our unity and our Healthcare Leadership Fund, we elected lawmakers to office who would stand with us and our patients. Because of our work in Olympia, we secured \$20 million in additional funding for Harborview's budget and were able to advance our priorities:

- Parity with UW Medicine standards
- Organizational Equity and Inclusion
- Safe staffing for our patients
- Competitive wage increases that reflect our work at the bedside and in Olympia



"Without our members' continued unity, support and actions that showed management that we were united in a fight for a fair contract, we would not have been able to settle when we did. We were able to fight off takeaways for Airlift NW nurses, increase vacation time, match the BSN premium at UWMC, and much more. Our contract is how we improve our working conditions and make sure that future generation of healthcare workers here at Harborview will have a voice in the workplace and a strong contract that administration can be held accountable to. Thanks to our union family we were able to get the job done. Thank you all!" **Grace Yang, RN, BPICU, Executive Board Member**



Because of our work in the legislature to raise money for HMC and our united actions at work, we increased our premiums, differentials and benefits:

- 2% wage increases on our next pay period and July 1, 2020
- \$1,200 bonus for everyone (\$800 next pay period and \$400 in one year) for .6 FTE and above; \$600 bonus for everyone (\$400 next pay period and \$200 in one year) for those with FTE below .6 – 1% of payroll
- A free UPASS for everyone (savings of \$600/year)
- Huge increases in vacation time to match our coworkers – 1% of payroll
- Management must provide a response to our vacation requests within four weeks, and if we're denied all requests for vacation, our time accrued over 240hrs will roll over to the next year.
- BSN increased to \$1/hr (starting July 1, 2020)
- Certification pay increased to \$1.25/hr (starting July 1, 2020)
- Increases to differential for all non-nursing, non-HCS job classes (starting July 1, 2020)
 - Weekend differential increased by \$1/hr
 - Night shift differential increased by 50c/hr
 - Evening shift differential increased by 50c/hr
- New wage scale, \$500 towards our education, certification pay, and two new top steps for Dietitians
- 1% added to the top step for all techs (starting January 1, 2021)
- Increase in standby premium for Social Workers and Pharmacy Techs by 75c/hr
- Increase in ARNP/PA education funds to \$2,200 (starting July 1, 2020)
- Pharmacy tech recruitment and retention increase of 1% (staring Jan. 1, 2021)

Vacation Schedule as of 11/2020

During	Paid Vacation Days
1st year	12 Days
2nd year	13 Days
3rd year	14 Days
4th year	15 Days
5th year	16 Days
6th year	17 Days
7th year	18 Days
8th year	19 Days
9th year	20 Days
10th year	21 Days
11th year	22 Days
12th – 19th years	23 Days
20th – 24th years	24 Days
25 years or more	25 Days



“Our strength in numbers won better wages, but just as important, it prevented the many takeaways administration brought to the table. That’s why we recommended a ‘Yes’ vote. We were able to match the across-the-board wages that UW got and found a way to increase wages through a huge bonus, increasing differentials and premiums, and vacation accrual.”
Katy Brehe, RN, TSICU

We are creating a workplace where we all feel like we belong

No matter our differences, most of us want the same things. We want to be able to provide for our families, have security through the hard times and be the best we can be in every patient interaction. Whether we are white, Black, or brown, we all deserve to be treated the same at work. We were united in our commitment to end systemic oppression at Harborview Medical Center and now have Organizational Equity and Inclusion in our contract. Our unity led to:

- New Equity Diversity and Inclusion subcommittee made up of majority union members and top HMC administration to move toward a partnership to address systemic oppression at work
- Extended grievance timeline when issues of discrimination arise from 30 days to 6 months
- Guarantees for gender neutral restrooms in each worksite
- Guarantees for enough break time and locations for sanitary lactation stations
- A commitment to create a new HR position to prioritize recruitment, retention, and advancement of POC and other marginalized groups



“We made EDI a high priority because the time is now to address this important issue that is crucial to the safety and well-being of staff. We know from the Women’s Clinic and other discrimination cases that the current way of handling things is not working and likely harming people further. Our agreement with management is the beginning of real culture change at Harborview. I voted ‘Yes’ to begin this journey.” **Kimela Vigil, Mental Health Practitioner, Women’s Clinic**

We created a path to expand break relief nurses

Because we united around our values, we won safer staffing standards for our patients, which will include a study availability of meal and rest breaks for 4WH, creating a path for break relief nurses that clarified rotating shifts so that our time is respected. We won guarantees to maintain two critical care nurses on every Airlift flight.

Our union voice is our way of holding administration accountable

We united to strengthen our union voice, resulting in paid time to talk to new employees about our unity, a new Joint Labor Management subcommittee for Dietitians, just cause terminations for per diems and fairness and interpreter access when the University finds we have overpaid.



“It is only when we stood united that we were able to force administration to give us some of the money we got them in Olympia. I’m extremely angry that the University of Washington betrayed our trust by returning funds we worked hard to win for UW employees. It’s unacceptable for them to continue to put our needs last on the list. The University of Washington needs to stop viewing employees as an expense and view us as an asset. We need to continue our momentum and unity to enforce our contract and hold UW accountable to us and our patients.”
Nike Jawando-Williams, IONM, OR, Executive Board Member

Our Union Difference: We stopped management from eroding our standards

Our unity and strong union voice stopped management’s plan to take away hard-fought standards. Without a union, the University would have implemented changes that would have impacted our patients and our families without taking into consideration our input and expertise. United we held off management’s takeaways!

- A proposal to change our schedules with little notice without our consent
- A proposal to take away our break relief nurses
- Decreases in pay when we are on standby
- 31 Cuts to Airlift NW pay and safety standards
- ATR, a new way of scheduling that would have made many of our schedules impossible
- Prevented a decrease in our rest between shifts
- Changes to when we are paid for our weekend work
- Changes to seniority when we are considered for lateral transfers
- Cuts to our union voice in our Joint Labor Management Committees



“We have worked hard to get a contract that honors our values of quality patient care, dedication to our communities and need for security in our positions. We’ve been able to do that, which is why I voted ‘Yes!’”
Kris Bauer, ARNP, ALNW, Bremerton Base

