

We passed the Washington State Family and Medical Leave Law, which starts in January 2020!

Starting in 2020, we will be allowed up to 12 weeks per year of paid leave to care for ourselves or a family member. We can now take this time with partial wage replacement based on how much we earn in a typical week. We can use our comp time, sick leave, and vacation leave to supplement any difference in the wage replacement and our regular wages. We can also use up to 18 weeks of sick time for parental leave.

Don't let the Grinch divide us — We are united for a strong union at Harborview

But some extremist groups like the Freedom Foundation want to weaken the power of our union and prevent us from being able to make improvements to our wages and benefits—they'll do that by knocking on our doors, sending us mail, or finding us outside of work dressed like Santa to tell us we can give ourselves a holiday raise by dropping our union dues.



But what they don't tell us is that if we or our co-workers leave our union then we'll be weak. It takes all of us, working together and paying our dues, to have the resources to be strong and to ensure we have the power so that management will listen to our concerns.

Don't be fooled if you hear from the Freedom Foundation this holiday season. We're stronger together and weaker alone, that's why we're united to keep our union!

Have you seen fake Santa? Don't be fooled!

If you get an email from some telling you to drop your union dues, request that UW IT mark them as spam.



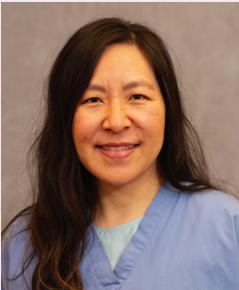
"I am frustrated that the Freedom Foundation continues to harass my co-workers and attack our belief that all employees deserve to be treated equitably and with respect by their employer. I would hope anyone contacted by them does not fall victim to the harmful propaganda they spread and

continue to support our union and our positive values."
Nike Jawando-Williams, IONM, OR, Executive Board Member and 2019 Bargaining Team Member

We are moving forward with strength in 2020

Our union is a democratic organization so all of us have a voice in the direction of our union. Our elected delegates voted to approve a plan that will make our union even stronger in 2020.

- Fighting for strong standards in our chapters
- Organizing to build our power in non-union workplaces
- Building a culture of belonging by advancing our fight for racial justice
- Electing healthcare champions who will stand with us and our patients



"We, as union members have a say in our union and where our dues go. We can prioritize plans to improve care standards for all. As a union delegate, I voted yes to approve a plan that will make us stronger in 2020."
Shinae Kim, RN, APA

Our Unity Made Harborview a Better Place to Give and Receive Care in 2019

The year 2019 was our time to unify in improving the standards of healthcare workers across the state and at Harborview. In the face of UW Medicine cuts and Project FIT, we negotiated a strong contract that reflects values that we hold dear. In Olympia, we were instrumental in passing landmark breaks and overtime protections for healthcare workers. We showed that when we use our collective voice, it gets heard. Here's to us and our year of improving working conditions and patient care!

Economic highlights from our new contract so we can recruit and retain:

- A free U-PASS for everyone (savings of \$600/year)
- Huge increases in vacation time to match our co-workers — worth 1% of our wages
- Management must provide a response to our vacation requests within four weeks, and if we're denied all of our requests for vacation, our time accrued over 240 hours will roll over to the next year
- 2% wage increases for all of us in 2019 and July 1, 2020
- \$1,200 bonus for all of us above a .6 FTE (\$800 in 2019 and \$400 in 2020)
- \$600 bonus for all of us with a .6 and below FTE (\$400 in 2019 and \$200 in 2020)
- 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 Registered Dietitians who joined our union
- 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)

Current Schedule		Vacation Schedule as of 11/2020	
During	Paid Vacation Days	During	Paid Vacation Days
1st year	12 Days	1st year	12 Days
2nd year	13 Days	2nd year	13 Days
3rd and 4th years	14 Days	3rd year	14 Days
5th – 9th years	15 Days	4th year	15 Days
10th year	16 Days	5th year	16 Days
11th year	17 Days	6th year	17 Days
12th year	18 Days	7th year	18 Days
13th year	19 Days	8th year	19 Days
14th year	20 Days	9th year	20 Days
15th year	21 Days	10th year	21 Days
16th year	22 Days	11th year	22 Days
		12th – 19th years	23 Days
		20th – 24th years	24 Days
		25 years or more	25 Days



"We united with other unions in the UW system to win a free U-PASS. It's important that we won this for everyone and that it applies to all of our union colleagues.

Together we wore stickers to show our unity and some of us went to UW's campus to block traffic to make UW understand how important a free U-PASS was to us.

As Harborview rolled out the free U-PASS, members of SEIU Healthcare 1199NW have had extra barriers that other union members did not face. That means some of us had to pay for the U-PASS, after it became free. Even if an individual stopped Harborview from charging the fee, it has been difficult to recover the inappropriately collected funds from Harborview. We have filed a grievance to demand they return the misdrawn funds from our accounts."

**Sam Conley, RN, 3W,
2019 Bargaining Team Member**



We united for fairness and belonging with our fight for Organizational Equity and Inclusion

This year we won a pathway to making Harborview a place where we all belong. Whether we are white, Black or brown we all deserve to be treated the same at work. We should all feel like we bring our full selves into our workplace in order to give high quality patient care and feel that we are truly part of a community of belonging. Unfortunately, this is not yet a reality but because we stood together, we now have a pathway to truly having a culture of belonging at Harborview. Because of our house-wide actions and our strong and committed bargaining team, we have an Equity and Inclusion Committee to support work to repair instances of racism, discrimination, bias and harassment.

We deserve and demand a workplace that respects and values all of us. It is time for all of us to take an active role to ensure we address systemic oppression and guarantees that Harborview is a safe harbor for everyone in our community.



“I fought hard for Equity, Diversity and Inclusion language because as a nurse who is a person of color, it is important to be included and feel like a part of the team. I have found holes that need to be addressed in terms of including people of colors’ voices in projects and leadership at HMC. We need to educate management and each other about how people from different cultures communicate. Sometimes when I speak, it can be taken as abrupt or aggressive. The reality is just the norm of my culture and I want to educate others to accept and include our voices. Together we can develop a strong community at HMC where we all feel like we belong. Our EDI committee with representatives from all HMC unions and management will be getting together in January to start the conversation of inclusion at Harborview.”

Olga Ramirez, RN, 3E, Executive Board Member and 2019 Bargaining Team Member

We led the way to win our groundbreaking Breaks and Overtime law going into effect January 2020!

We took action to let our lawmakers know we needed stronger breaks and overtime protections. We wore stickers and flooded legislatures’ social media accounts with pictures of us standing together. Some of us attended town hall meetings and met with our legislators in our districts. Together with healthcare workers across the state, we rallied in Olympia to ensure the Washington Legislature passed break and overtime protections without harmful amendments that would have limited our scheduling flexibility.



Our Union Difference — We stopped management from eroding our standards

We won for our patients! Our direct, united action and strong union voice stopped management’s plan to take away hard-fought standards. Without our strong union and action taken together, the University of Washington would have implemented changes that would have impacted our patients and our families without taking into consideration our input and expertise.

- We defeated:
- A proposal to change our schedules with little notice without our consent
 - 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
 - Adjustable matrices that increased the patient assignment for ICU nurses
 - A different RN/RN model of care of ALNW patients and maintained our model
 - Cuts to our Break RN program and created avenues to expand Break RNs to 4WH, 6MB, and other units



We welcomed new members to our union

Dietitian

Per Diem Imaging Techs

Hall Health Per Diems



“This has been an exciting year for the dietitians at Harborview, we are now proud members of SEIU Healthcare 1199NW! For me, joining the union and being a part of the bargaining team has been one of the most powerful transitions of my career. I think that my biggest take home from this transition — if I had to pick only one — is that when you are part of a union, you are no longer are siloed within your own job class and work group. You have the support of thousands of other members who care about your working conditions and quality of life. Your experience affects everyone, and vice versa. This type of power and solidarity can change the world. When we fight to raise working conditions for ourselves, we are fighting to improve the lives of everyone.”

Annika Garman, Registered Dietitian, 2019 Bargaining Team Member



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

United, we improved standards for our members. In 2020, we must become stronger than ever! We must ensure we get our breaks as we implement our new breaks law. When we are short staffed, we need to fill our short staffing forms and take action for our patients. Together we can build 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. 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.