



SEIUHealthcare®
United for Quality Care

**Harborview Medical Center
Northwest Hospital**

April 13, 2020

We stood united for protections during this crisis

Our unity secured protections for our work during this pandemic. We can now go to work knowing that if we test positive for COVID-19, UW will not contest that we were exposed at work. The agreement includes protections for those of us in the at-risk group and protects those of us who are redeployed. Moving forward we have the strong guarantees we need, but we are disappointed by what it took to get this agreement. Because we have a union we now have important commitments that UW did not want to make to us in writing.

We have provided extraordinary care, and have collaborated well with many of our immediate supervisors in this crisis. Despite this partnership to provide quality care with our local teams, UW administration has refused to take our safety and value to the community seriously. We will not forget we had to fight for nearly six weeks, work with elected officials to pass legislation and change government administrative policies to get UW to do the right thing. Many healthcare employers in our community partnered with unionized healthcare workers to come to timely agreements with these same protections. UW administration shamefully stood alone in delaying protections for frontline staff.



"We set out to win paid time off when we get sick from COVID, free parking, and economic protections for folks with underlying conditions and we accomplished all of those things.

Despite these wins, I'm very disappointed in our employer. I haven't been a part of the UW system for very long, and if this is how my coworkers and I are going to be treated, I think we have many battles to come. They could have done a lot more for us because members working for other hospitals in our very own union did more for their employees. It infuriates me that UW dragged it out so long. One of the true bright spots, though, was that we worked in coalition with other UW unions, and I hope that this trend continues because the more unified we are worker-to-worker, the stronger we will all be." **Genevieve Sanford, Ultrasonographer, Northwest Hospital, Executive Board**

Our voice in politics matters

To win these protections, we called on elected officials we have supported for years to stand with us in this critical time. New legislation and administrative rule changes have greatly expanded our ability to stay safe and work, and have economic security.

- L&I will assume all healthcare workers testing positive for COVID-19 were exposed at work.
- Unemployment expansions to allow more at-risk members stay home when denied an accommodation to work from home.
- Unemployment expansions to protect lost work.
- Expanded access to childcare through King County.
- Free parking on city streets.



"This is a good deal for everyone and we now have protections in place during this crisis. We pushed and pushed and fought for many weeks to get this agreement. When we couldn't get it done alone inside the hospital, we called on elected officials to stand with us. We wouldn't have been able to get this agreement without the political support we have built over the years with our Healthcare Leadership Fund. Standing in coalition with unions across UW brought together something we can all be proud of and will benefit everyone on our healthcare teams."

Grace Yang, RN, Interventional Radiology, Harborview, Executive Board Member

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Protection when we are exposed

- If we are not permitted to work due to an exposure of COVID-19, we will receive paid administrative leave.
- Our pay and benefits will be kept whole if we test positive for COVID-19.
 - WE will need to file for workers compensation in order to remain whole.
- Notice will be provided as soon as possible if the employer learns we are exposed.

Protections for Redeployment

- Our FTEs will be guaranteed when we are redeployed.
- Volunteers will be asked before mandatory redeployment when possible.
- Redeployment should be rotated by seniority or utilizing already established unit float lists.
- \$4.00/hour reassignment premium when we are reassigned or floated outside of our home department or regular work.
- No Standby or On-Call shifts when we are reassigned unless mutually agreed.
- UW will provide appropriate PPE following UW Medicine COVID-19 guidelines.
- No discipline or retaliation for advocating for the PPE we believe is necessary.
- Training will be provided when we are reassigned.
- Free Parking at all facilities through April

Protections for At-Risk Employees

- At-risk group is as defined by Seattle-King County Public Health, including individuals older than 60.
- Employees not granted an accommodation will have access to unemployment insurance.
- Employees will be allowed to work from home for 8 hours in order to maintain benefits.
- Telework or alternative assignments may be provided.
- Access to shared leave or can apply for Paid Family Medical Leave.

Protections that cover all of us

UW administration tried excluding those of us who work at Hall Health from the same protections guaranteed to every other UW healthcare worker. Our solidarity ensured Hall Health members are not left behind without protection by UW administration.



"I was shocked when University of Washington administration tried to exclude us from these protections. We are on the front lines just like our fellow healthcare workers, the medical centers and clinics, and we are just as at risk. It's not okay that UW doesn't recognize our contribution we provide to our community. It was incredibly powerful to hear our union

colleagues across UW speak up on our behalf to demand we receive the same protections as every other health care worker in UW. I feel really proud of the unity we showed and that we are included in these protections." **Maija Brissey, RN, Hall**

Childcare options for healthcare workers

Many of us are struggling to find the child care we need. King County is stepping up to expand child care options specifically for healthcare workers in this time. We are proud to support elected officials like King County Executive Dow Constantine who are leading efforts to ensure healthcare workers in our County have the support we need. [You can apply for emergency child care by filling out an interest form from the Seattle Department of Education & Early Learning here](#)

Housing options to keep our families safe

King County officials have partnered with healthcare unions to provide us with hotels rooms so we can keep our families safe. This new option will be available through June. More details on how to access this benefit will be released shortly.



"The nurses and healthcare workers of SEIU Healthcare 1199NW selflessly put our patients first every day, but we all worry about exposing our own loved ones to COVID-19 at the end of our shifts. It's a very

serious concern, and the ongoing lack of adequate protective personal protective equipment only makes it worse. That is why providing free hotel accommodations to healthcare workers is a necessary step toward granting us some peace of mind so we can focus all our energy on fighting the novel coronavirus and serving our communities. We extend our gratitude to Executive Constantine Dow Constantine and Council Chair Claudia Balducci for their leadership during the crisis and for answering the call to prioritize the safety and wellbeing of frontline workers and our families." **Jane Hopkins, RN, Executive Vice President, SEIU Healthcare 1199NW**