

# We're Telling UW: No Takeaways of COVID Protections

Since the beginning of the COVID-19 crisis, UW Administration has resisted the implementation of protections to keep us safe. While other hospitals partnered with union staff to implement safety measures quickly, UW bitterly fought frontline staff protections. We were able to unite in coalition with SEIU 925, WSNA, and WFSE to secure written agreements that strengthen our protections for our safety, our finances, and our benefits. But now, UW Medicine administrators like Chief Health Systems Officer Lisa Brandenburg want to roll back hard-fought protections that keep our families and us safe.



"I'm angry that UW management takes credit for actions that my co-workers and union spent so much time and energy fighting for. Free parking and paid leave for employees who have contracted COVID-19 are just two of the guarantees that we

fought for. Even though we are still battling this disease, administration is taking our protections away. How do we safely take care of patients when our employer won't take care of us?" **Nike Jawando-Williams, INOM, Executive Board Member**

Now Administration wants us to tackle this crisis with fewer written guarantees. UW Administration says we can trust that they won't change the agreements we made if they are not extended, but UW Medicine administrators are hiding behind two Labor Relations negotiators who have never worked in a medical center. We know that when it comes to our financial and workplace security, we cannot trust our fate to UW Medicine administrators who have never had to care for COVID patients, hold a dying patient's hand because their family can't be there, or disinfect a room of a COVID patient. They're hiding behind them so they don't have to tell us they don't want legally binding COVID protections for us.

## UW is refusing to make written, enforceable commitments to the following:

- Paid administrative leave to keep us whole when we get sick
- No protections for at-risk members, including the ability to maintain benefits and position if members need to self-quarantine
- No redeployment premium
- No process or protections for how members would be redeployed
- No protections from being placed on standby or call while redeployed
- No protection of our FTEs while redeployed
- No free parking
- No paid administrative leave when we have been exposed and have symptoms but test negative for COVID-19



"The PFT Lab was closed and management wanted to send me to the COVID ICU. After talking to my doctor, it became clear I needed to apply for an accommodation to be redeployed somewhere that put me at a lower risk for potentially being infected.

Management denied my accommodation and told me I needed to go on leave. Because of the protections in our MOU, and our governor's proclamation to keep high-risk workers safe, I was told that I will have my benefits and job to come back to. I want my daughter, who is in PA school, to remain on my health insurance for one more year, until she is 26. I want to help guide the PFT lab to successfully reopen. And, I want to trust UW to do the right thing and keep these protections in a written agreement." **Linda Wilson, Lead Respiratory Therapist, PFT Lab**

## We Are Taking Action for COVID Protections

We will not let UW take away our COVID protections we fought hard to win. We are uniting across UW Medicine to let our community know exactly how the University of Washington treats its employees. We will let our community know they can expect great care while we are able to show up, but that UW is putting them at risk by removing the safeguards that we need.

We're coming together to talk about the impacts of these takeaways and our plan to hold UW administrators accountable. [seiu1199nwwvotes.org/uw-action](https://seiu1199nwwvotes.org/uw-action)

### Join Us!

Monday, May 11 at 8:30pm

Tuesday, May 12 at 8:30am

Tuesday, May 12 at 8:30pm

Wednesday, May 13 at 8:30am

Wednesday, May 13 at 5:30pm



"UW doesn't want to commit to protections we fought so hard for. It's not ok to take these protections away, COVID is not going away and things aren't going to change soon. Administration needs to be more thoughtful about taking care of staff and patients. We need to have PPE, protections when we get sick and re-employment protections. We need to take the next step to ensure we have these protections." **Shinae Kim, APA, RN**



"University of Washington Medicine wants to discontinue free parking across all of its campuses at the height of a respiratory pandemic, forcing many of us to take the bus. Drastic cuts in public transportation have made social distancing impossible on overcrowded buses while other routes have been discontinued completely. This has necessitated those of us who are able, to drive and put those of us who need to use the bus in a situation of having to put our coworkers', families' and patients' health at risk. Metro now states bus capacity will be strictly limited to facilitate social distancing. While a sensible public health measure, this will lead to healthcare workers waiting for buses that pass them by due to being filled to their safe capacity. We need to ensure that healthcare workers can safely and reliably reach their workplaces ready to care for their patients, rather than in a manner that will leave them at the whim of an overburdened and rapidly changing public transportation system. UW Medicine needs to extend free parking to keep patients and staff safe."

**Joe Hufford, Healthcare for the Homeless, RN, Executive Board Member**

## Our Unity Won Break RNS on 4WH!

After years of action and bargaining, The Nurse Staffing Committee voted to recommend Break Nurses on 4WH. When we won Break Nurses years ago for acute care units, we believed that included 4WH. We never stopped fighting for what we knew was right. Our unity and our determination is how we were able to secure break relief for 4WH.



"This is a big leap forward to getting our break relief nurses. By being persistent and united and with support from co-workers across the hospital, we won. Last year we tracked our missed breaks on a board and delivered it to our CNO, we participated in multiple actions during bargaining to win a break study, and we tracked over a hundred missed breaks in a break study. We raised our voices every time we had a chance to let management know what we need is a break nurse. I am looking forward to staff being healthier, less staff burn out, and improved patient care." **Peter Njoroge, 4WH, RN, Staffing Committee Member**



"It feels amazing to finally be heard and we are relieved knowing that we will be getting proper breaks. We teach patient, families, and caregivers in detail about self-care to prevent burnout. Having a break nurse gives us time to feed and hydrate our body properly. And time to get in touch with our emotions." **Ada Wondwossen, RN, 4WH**