



Our unity pays – new wage and premium increases go into effect July 1, 2020

Our unity in our fighting union brings us security in hard economic times. COVID-19 has a dramatic impact our economy. Over 40 million people have lost their jobs; the state is now rescinding wage increases for non-union employees, and some of us were furloughed. Because we bargained our contract last year, our wage increases, bonuses, premium, and education funds are secure.

We took many actions to secure our wage and premium increases in 2019. We wore stickers, marched on Harborview Executive Director Paul Hayes and Associate Administrator Sommer Kleweno-Walley, and more of us voted to take action in a picket than had ever voted before in our union's history at Harborview. These actions paid off – and our economic increases go into effect July 1, 2020:

- 2% wage increases for all of us in 2019 and July 1, 2020
- \$400 bonus for all of us above a .6 FTE it (will show on your August 10 paycheck)
- \$200 bonus for all of us with a .6 and below FTE it (will show on your August 10 paycheck)
- 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
- Increase in ARNP/PA education funds to \$2,200 (starting July 1, 2020)



"Hi, fellow union member! Did you know that despite COVID-19's economic impact, our contract protects our wins from last year? This means our raises and bonus payment are locked in and can't be changed! Advanced Practice

Providers also won \$400 more CE funds! Together, you, me, and colleagues from other job classes standing together as a unified team, is how we make the biggest gains. Standing together is how we maintain an equitable, quality work environment and compensation, and a quality and safe environment for our patients. Together, we are Team HMC Union!"

Sonja Bring, APP, General Surgery



"As a person that works every weekend, I directly benefit from the differential increases for Pharm techs that start July 1st. Our evening, graveyard, and weekend shift differentials are all increasing, and this increase will

help us to remain employed at Harborview as the cost of living steadily increases in Seattle and Seattle's surrounding areas. This increase also helps Harborview keep pace with the other hospital systems in the area, which in turn helps attract talent and retain our hard workers."

Saul Hudacin, Pharmacy Tech, Inpatient Pharmacy

BLACK LIVES MATTER:

We stand united to dismantle systemic racism because we cannot have economic justice without racial justice.

Years ago, our union Executive Board and Delegates made the decision to prioritize dismantling systemic racism. We committed to building a movement for workers to achieve economic justice through racial justice, a movement to liberate ourselves from the shackles of systemic racism. The very public murder of George Floyd lit a fuse across the country to demand that racial equity and police reform become a reality immediately. Our union and many across the nation decided that it was not just time to talk the talk, but walk the walk. To that end we have entrenched ourselves in this struggle to demand racial justice and accountability of those oppressing Black lives.

As a union, we have been part of large peaceful protests even at the risk of potential violent push back from the police. As part of the King County Labor Council, we led the effort to call in the Seattle Police Officer's Guild (SPOG) and then expel from said council when it was clear SPOG could not confront the role it plays in upholding systemic racism through policing. Expelling SPOG from the council was not an easy decision but it was a necessary one. We, as a union, will continue to push for equity for all and we will continue to demand justice for all, not only a selected few. We will continue to demand that Black Lives Matter.



"It's racist when armed police look at a Black person as a perceived threat, aggressor, and a potential criminal. It is a common practice to see police during a routine traffic stop to hold or touch their gun while approaching a Black person just to assess the situation.

When Black men and women are dying in the hands of the police force on our streets and violence is being used as a means of restraint, it creates an atmosphere of distrust and hates towards the very authority that is entrusted and obligated to maintain our collective peace, order, and security in our communities. The main objective of the police force is to provide public safety and maintain security for all citizens in our communities and not creating a fear, unsafe, and hostile environment.

Black Lives Matter to me is a movement that resulted from years of police brutality coupled with unnecessary disproportionate use of police force. George Floyd's incident symbolizes the tipping point which triggered public outcry against police brutality throughout the world. Floyd's cry was heard and felt by millions of people around the world but Floyd's experience is a daily struggle to millions of Black people.

As a citizen of my community and as a Black mother, I want to be viewed and looked at with an unbiased lens and treated with respect just like everyone else."

Zeynab Jama, RN, 9E BPICU, Executive Board Member

We are electing healthcare champions and supporting Ingrid Anderson, RN, for State Senate

As healthcare workers, we know the time for half measures is over and we won't tolerate politicians who give us half of their support when we need them. The time is now for a true healthcare champion who is one of us, someone who is 100 percent committed to be there on the front lines standing with us shoulder to shoulder in our fight for patient safety. The choice is yours on who you want to represent you this August election, but before you vote, know the facts on where you options stand.



ON HEALTHCARE



INGRID: Is a Pysch RN on the front lines fighting to fix the behavioral health crisis.

INGRID: Sued her hospital and won for missed rest and meal breaks.



MARK: Voted against the hospital transparency bill, killing it.

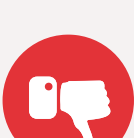
MARK: Voted to strip meal and rest protections from workers in rural hospitals.

ON WORKERS' RIGHTS



INGRID: Stood with members at Swedish during our strike for safe patient care and even spoke at the rally at Westlake Park.

INGRID: Has been active in her union and would fight attempts to weaken workers' rights.



MARK: Tried to take away collective bargaining rights from Washington teachers.

MARK: Has never been to a picket or a rally nor been public in his support of workers.

HELPING WORKING FAMILIES



INGRID : Is a working mom married to another healthcare worker sending their son to public schools.

INGRID: Knows firsthand how expensive daycare is and is committed to a solution for working families.

INGRID: Will be a leader in the fight against surprise billing for medical care and capping drug costs for hard-working Washingtonians.



MARK: Voted "no" on a fix to TANF that would help the neediest families get through tough times.

MARK: Was absent on a vote to expand college affordability for hard-working Washington families.

MARK: Voted no on helping low-income workers achieve home ownership.

WHO SUPPORTS THEM



INGRID: Our union SEIU Healthcare 1199NW, Washington State Nurses Association, UFCW 21, SEIU 925, Washington Education Association and many other groups made up of hard-working Washingtonians who want to see a champion for working families in Olympia.

INGRID: Washington Conservation Voters



MARK: Washington Hospitality Association – opposed minimum wage, paid sick and safe leave.

MARK: Bad healthcare actors – Davita, Washington Medical PAC, WA Hospital PAC

MARK: Amazon, Big Pharma, Big Banks and Big Oil.



"I support Ingrid Anderson for the State Senate in the 5th Legislative District. As a working nurse, Ingrid is knowledgeable about current healthcare issues that impact our patients and the nursing care we deliver. Ingrid has been very politically active and involved in our community over the years, regarding many types of issues, and even helped to pass the 2019 legislative bill that ensures healthcare workers receive their breaks every day. I will be voting for Ingrid, so she can fully advocate for healthcare workers and their patients. Join me in supporting this healthcare champion by connecting with your organizer or delegate!"

Cathy Graham, RN, Operating Room