



We're Taking Action for Our Patients and for Us

Grievance win: Back pay for UPASS fees

When we stand up for our rights, when we fight back, we win!

As many of you know, after we won the free UPASS in our last contract, management required all of us to go to the parking office to "turn off your charges." If one of us failed to do that, or in some cases, if the parking office missed the request, many of us continued to be charged for their UPASS for many paychecks. We knew this was wrong, and Chrys Potuzak, Katy Brehe, and Kimela Vigil filed a grievance on behalf of all coworkers who were still being charged for a UPASS.

We took the grievance all the way to arbitration because administration was unwilling to fix the problem. Our unity and our grievance was so strong that UW Medicine settled this grievance before arbitration. The settlement makes sure that each person who lost money due to UW Medicine's failure to stand by our UPASS agreement will be receiving a check to make up for most of their loss. This settlement is worth \$20,000 and over 200 of us will be receiving back pay for UPASS fees that were wrongly withdrawn from our paychecks. Details about receiving back pay if you were charged for a UPASS will come.



"This grievance was important to hold management to our contract agreement for the UPass. We should not allow them to try to create a process of adding extra steps or requirements to a contract benefit once the contract is agreed to and signed. I'm glad that we were able to finally come to an agreement that allows resolution to members who were impacted by this unfair and chaotic process that led to automatic deductions continuing for some of our members. Our unity is how we win improvements like the UPASS and hold administration accountable to our contract wins. Join us in having a strong voice at Harborview by signing a card today at joinseiu1199nw.org."

Chrys Potuzak, HATC, Social Worker, Executive Board Member

We launched our Joint Labor Management COVID Committee with our union colleagues at Northwest Hospital

We are stronger when we stand together as healthcare workers in our union across UW Medicine, because what impacts us at one UW Medicine facility impacts all of us.

That's why we joined forces with our union siblings at Northwest Hospital to launch our first-ever Joint Labor Management COVID Committee made up of SEIU Healthcare 1199NW delegates and union members from Harborview and Northwest Hospital. UW Medicine determines all of the COVID policies across our hospitals and for months has been making those decisions in a vacuum, without listening to our critical front-line union voices. We are uniting in this committee to bring our critical perspective to inform and shape how we keep our patients and us safe during this pandemic.

Our mission in the COVID committee is clear – Administration needs to take our experiences seriously and respect our demands for better communication and safety protocols. UW Medicine needs to ensure each of us have proper PPE and have space to socially distance ourselves at work, and to improve care practices, screening, and visitor policies. We will also raise important topics such as flexible scheduling, child care needs, teleworking opportunities, and plexiglass in our cafeteria. If you are experiencing issues on your units or in the course of your work day, please reach out to your delegate, Executive Board member, or your organizer so we can make sure each of the experiences of our members is brought to the COVID discussion.



"We need more support from administration and more education to keep us safe. Our unity earlier this year secured paid administrative leave to keep our paychecks whole when we test positive for COVID-19 or have to quarantine due to a workplace exposure. It's important we remain united and advocate for the protections that will keep us and our patients safe. United we stand, divided we fall."

Pat Racioppo, RN, 7EH, Delegate



We're Saying Boo to Mandatory Call

We took action with our union siblings at Northwest Hospital to say Boo to Mandatory Call. For years we used our voice to tell UW Medicine and lawmakers in Olympia to help law makers understand why we needed stronger laws against the use of mandatory call to keep patients safe. We shared stories of not being able to remember what we did a work, falling asleep on our drive home, and the impact on our families when we have to leave with little notice. Legislators stood with us to pass laws banning the use of mandatory call, and strengthened break protections. UW Medicine needs to come to the bargaining table and get serious about following laws that will keep our patients and us safe.



"We are standing together to demand that Harborview Medical Center management comply with the Mandatory Call and Overtime Law. It was great to see everyone come together and stand up for what's right. Way to go!"

Melissa White, Radiology, Executive Board Member



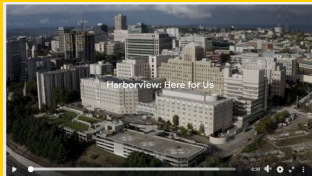
Harborview Levy

We know we need the levy to pass in order to expand care in our community and make a much need investment in Harborview. Many of us have taken action to ensure the levy passes, including phone banking our community and meeting with community groups and organizations across the county to secure endorsements. Recently, The Seattle Times and The Stranger endorsed the \$1.74 billion levy on the King County ballot this November.

Our voices are some of the most trusted in our community and that is why we use them. For this levy to pass, each of us has a role to play. Whether phone banking, text banking, or talking to friends and family about voting, there are ways for each of us to ensure our community passes the levy.

Check out the endorsements featuring Neeru Kaur and Annika Garman in [The Stranger](#) and the endorsement from [The Seattle Times](#).

Watch and share the campaign video on the [Harborview Health for All campaign Facebook page](#).



We won't spread the flu to our patients or our families

The flu vaccine protects us and the people around us who may be more vulnerable to serious flu illness. The CDC recommends that everyone get a flu vaccine each year. Flu activity is going to start to pick up, and the CDC says to expect more cases in the coming months.

It's more important than ever to get vaccinated this season while we're also fighting the coronavirus. That's why those of us who can safely take the flu vaccine will be joining our coworkers in taking the vaccine to protect ourselves and our loved ones.

We must elect healthcare champions at every level of government



T'wina Nobles

State Senate in the 28th Legislative District

T'wina Nobles is the President and CEO of the Tacoma Urban League, an educator, and the University Place School Board Director. She knows more needs to be done to ensure families in the 28th are healthy and safe. She wants to reform our upside-down tax structure and fight for better wages and affordable housing for working people.

Ingrid Anderson

State Senate in the 5th Legislative District

This year, we have the chance to elect one of our own to the Washington State Senate. Ingrid Anderson is a psychiatric nurse and leader in her union. She's stood side-by-side with us in Olympia in some of our biggest fights—for meal and rest breaks, for safer working conditions and against surprise billing for our patients.

