



Our Patients Need Safe Staffing Now!

We are calling on Harborview administration to utilize every tool possible to ensure patient and staff safety. Our census is through the roof and even with 180 travelers we cannot meet our core staffing needs. To meet the emergency, we need a predictable system in place to ensure we are appropriately staffed throughout the hospital.

Extra Shift Incentive:

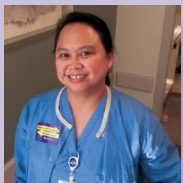
Our Proposal for Incentivizing Predictable Core Staffing

- After final schedule is posted, all open shifts will be an incentive shift
- Emergent open shift due to increase in census or sick calls will also be incentive shift
- Incentive shift is double time (2x) pay
- Incentive shifts will be granted on a rotational basis for fairness

Manufactured Crisis

We won't let UW keep taking from our patients and our mission. For years, UW Medicine has pushed to reduce FTEs, not fill open positions and cut corners through Project FIT. UW's approach has left Harborview in crisis-level staffing in the middle of a pandemic. Even now, UW Medicine is pushing furloughs on Harborview. UW needs to stop talking about furloughs and start talking about meeting immediate patient needs.

Prioritizing profits to the detriment of Harborview patients and staff is unacceptable. We need to meet the immediate staff shortages with incentive shifts and work together for long-term solutions.



"With the urgency of chronic short staffing at HMC in the midst of a pandemic, we, the bargaining team, have put forth a proposal: premium pay for extra shifts for all our SEIU Healthcare 1199NW coworkers (all FTEs and per diems). We have proposed double time incentive pay for ALL extra shifts despite FTEs or per diem status. It's not only an incentive pay for OT/extra shifts to help fill in staffing holes and gaps, but an awesome retention and recruitment tool for HMC staffing. Research shows the strong correlation between adequate staffing and safe, quality patient care and positive outcomes. We stand united and encourage HMC management to RE-invest in our OWN HMC staff, to be able to ensure and maintain safety of our local community."

Melanie Arciaga, 5EH, RN, Executive Board Member



"We are short staffed every day before anyone calls out sick. Prescheduled overtime would allow us to fill these anticipated openings in a way that shows staff they are respected and the sacrifice of their personal time is valued. The costs of pre-scheduled overtime are insignificant compared to the costs of the negative patient outcomes and the increase in staff burnout that comes with being short staffed. This will be a vital tool to help us get through the next critical period. Harborview needs to do what is right for our staff and our patients and not place Project FIT goals ahead of its core mission."

Sam Conley, 3WH, RN, Delegate



"We have been short staffed almost every single day. We even have to pull our break nurses to the floor due to short staffing and can't get full lunch breaks. Management says they

are hiring, but that doesn't fix the problem today. Until we are fully staffed, we need an incentive to cover shifts. We're calling on administration to keep our patients safe by accepting our proposal."

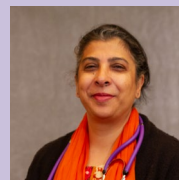
Meni Tale, 6MB, RN



"Harborview is dealing with a staffing shortage that is detrimental to patient care and also staff well-being. Despite Harborview on-boarding large numbers of travelers, this

staffing shortage and associated negative effects continue. We have proposed contract language allowing pre-scheduled overtime and double time for all extra shifts as an additional measure to address the staffing shortage. We are demanding that administration invest in their patients and their staff to deliver safer patient care. We are currently waiting for a response from the administrative team to our proposal and are calling on administration to respond quickly."

Katy Brehe, TSICU, RN, Delegate



"In these unprecedented times our staffing demands and patient load have significantly increased. We recognize the fact that in these challenging in times we, Harborview

staff, have to work above our FTE irrespective of hiring additional travelers to support safe patient care. The Extra Shift Incentive will not only help to minimize the immense gaps in staff shortages, but also support our staff. ESI is an empowering choice we make to come not only to support our coworkers, but also to provide the safest care for our patients, which aligns with our mission at Harborview."

Neeru Kaur, Respiratory Therapist, Delegate

Our COVID-19 Agreement

Last spring we fought hard for COVID-19 protections that keep us safe. These protections remain in effect as we continue to care for our community through the pandemic. Talk to your delegate or organizer if you have questions or concerns. Access the full agreement at 1199nw.org/3IEM6Iz.