



We Secured a Furlough and Redeployment Agreement With Strong Protections for Our Patients and Us

Our message to UW is clear — our first priority is patient and staff safety. Our actions have secured a strong furlough and reassignment agreement that ensures patient care will not be compromised and significantly limits the use of furloughs and protects us and our jobs. We continue to call for UW to take every step possible to ensure safe patient care right now.



“Our COVID bargaining team just agreed on a furlough MOU. As a delegate who spent hours bargaining on it, I believe this is an agreement we can be proud of. We were able to protect patients from unsafe care due to further low staffing, protect our coworkers and save our jobs. But our work is not done. We must continue the fight for additional PPE to make sure our coworkers and patients are as safe as possible.”
Nike Jawando-Williams, HMC Endo/IONM, SEIU 1199NW Executive Board Member

Highlights of Our Furlough and Redeployment Agreement

Protections for our patients

- Management cannot furlough us if it will cause us to have less staff than our staffing plan calls for
- Cannot furlough us if travelers work on our units
- Cannot furlough grant-funded positions

Specific and limited triggers for furloughs

- Shut down of procedures by Governor order
- Census drops for more than 7 days
- Furloughs cannot be done solely for financial reasons

Enforcement protections

- Managers will be trained on agreement so our agreement is implemented evenly across units
- Furloughs in one-week increments to maximize unemployment
- Furloughs for defined period
- No punitive action if we cannot come back to work on 48-hour notice

Protections for our jobs and benefits

- We will accrue sick, vacation and holiday hours while on furlough
- Open shifts will not be filled by per diems or travelers until they have been offered to those on furlough
- Return to same FTE, shift, and job
- 7-day notice of mandatory furloughs
- Furloughs will not extend probation for new employees
- Our retirement and seniority dates will not be altered due to furloughs
- Guarantee that we can use 8 hours of leave a month on furlough to maintain our healthcare benefits if we are furloughed for a whole month

Reassignment protections

- Reassignment to another entity unless by mutual consent, we cannot be forced to work at another UW facility
- \$4/hour reassignment pay when reassigned to another UW Medicine entity
- Travel reimbursement
- No loss of FTE due to reassignment
- Home contract applies, including shift differentials and all pay provisions
- Training will be provided when reassigned
- Members facing furlough will have priority on redeployment opportunities



“We have agreed to a furlough MOU which provides strong protections for all of us. We still need to hold UW accountable to assure that everyone has the opportunity to receive proper PPE. We will also

continue conversations regarding vaccination policies to assure staff safety.”

Cathy Graham, RN, HMC OR, SEIU 1199NW Delegate



“We’re facing staffing shortages across the hospital which is leading to patient safety issues, and management needs to prioritize safe staffing, a huge issue we must continue to raise. Regardless, they

insisted on finishing an agreement around potential future furloughs. So we bargained and won significant concessions from management that protect our members. If we are furloughed and recalled, but unable to return to work for any reason, we will not be disciplined.” **Faith Eastwood, Physical Therapist, NWH, SEIU 1199NW Delegate**

Our work is not done – UW Medicine must do everything in their power to ensure safety for us and our patients

We are committed to fighting for our patients and community. UW administrators told us they wouldn’t address staffing right now without a furlough agreement. We reject UW using patient care as a bargaining chip, and we demand UW live up to its commitment to address staffing now that we have a furlough agreement. The community standard is incentivizing pre-scheduled extra shifts to ensure staff don’t work short staffed. UW needs to value our patients and us just like other community healthcare providers value their patients and staff.

