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**UW Medicine Harborview
Northwest Hospital**

May 5, 2021

Respect Us, Protect Us, Pay Us

We Are 4,000-Strong Across UW Medicine United for a Contract That Honors Our Work

For the first time in our union's history, we united across Harborview and Northwest Hospital because we have learned that as healthcare workers working for UW Medicine, our fates are tied. Whether we are fighting against furloughs, for the PPE we need, or basic COVID protections, we share a common future across UW Medicine. That's why we joined together in a historic first joint bargaining session with our elected bargaining teams from Harborview, Airlift NW, and Northwest Hospital to show UW Medicine that we will not be divided and that regardless of where we work, we need UW Medicine to show us respect and value our work.

We united to keep our community cared for in a deadly pandemic

We have always shown up for our community in crisis. However, the pandemic has been different. We took on the risk and burden of potentially bringing home a deadly disease to our families or exposing ourselves. We have always been heroes—this contract is an opportunity for UW to really show us what that means. We made it clear that it is time the UW administration digs deeper to honor the people who have been on the front lines of the pandemic and have always been there for UW, and that NO raises is NOT an option.

Our experiences through COVID have power. We will uplift our experiences until we secure a contract that reflects the burden we bear to keep UW afloat and to care for our community.



“As I worked more and more as a nurse, I realize that serving others is about taking care of each

other and ourselves. Frontline workers are some of least cared for. My coworkers nominated me to be their voice and it is such a heavy responsibility when my resources are already tapped. My coworkers are so undervalued by everyone except our patients and community. We ask for UW to please respect us because we need that support. We have been trying to hold it together but in private we are broken. We need something beyond verbal acknowledgement of support. I hope UW sees a new perspective and acknowledges our hard work and sacrifice.”

★ANGELA NGUYEN, 4West, RN, Harborview Bargaining Team Member



“Hospital workers have always known they are essential, but this pandemic has reinforced that in ways we didn't imagine. From nurses, housekeepers, and dietary workers, to radiology and OR techs and respiratory therapists and every other healthcare worker in UW Medicine, our members showed up to work at great risk and peril to themselves. We have done a lot together in the last several years—the bonds, going to the legislature to get millions of dollars for Harborview and UW Medicine.

When UW has asked for our members' help, we have given it, knowing that the success of UW Medicine is also our success and that the money we win needs to come back to us. We have done our part. It is time for management to do their part. UW Medicine cannot call people heroes and give them zero and we will not be accepting that.”

★JANE HOPKINS, Executive Vice President of SEIU Healthcare 1199NW and former Harborview Float Pool nurse

Our Proposal for COVID Relief and Recovery

We're calling on UW to show our work is valued with real commitments and actions that will help us move forward. We are spent emotionally and physically. Our community supports us, and UW Medicine needs to show the appreciation for our work, not with words, but with action.

Highlights from our proposal:

- ★ \$2,000 Hero Bonus for every employee, including per diems
- ★ \$1,000/year reimbursement for mental and behavioral health therapy
- ★ Mental and behavioral health resources and support at work
- ★ 24 hours of COVID relief per quarter so that we can take time away from work to recover from our experiences
- ★ Improvements to time off that will lead to more approvals of time off and transparency in denials



“Every single patient encounter in hospital takes ten times more emotional energy and also physical energy. Garbing up and ungarbing takes time.

We are asked to be caregivers, family support, and the person to hold a patient's hand when they are dying. We've witnessed more death, patients intubated and on a vent for 4-6 weeks much longer than pre pandemic and then we go home and worry about exposing family. The sacrifices we have made are immeasurable and deep. The community knows that and you should know as well. We want hero funds to go to actual frontline heroes.”

★**KRIS BAUER, ALNW, RN,**
Harborview and Airlift
NW Bargaining Team Member

Our experiences are our power—and we will use them to win a contract that values the work of all of us



“I have been primarily working in the COVID ICU last year because I am an ECMO specialist. This therapy has been used on the sickest of COVID patients and requires us to be in a COVID positive room the entire 12-hour shift. Despite this amazing technology, the mortality rate is still extremely high. We've seen a lot of death including the deaths of other healthcare workers. In fact, it's estimated 2,600 U.S. healthcare workers have died from COVID. What we are proposing we have truly earned. If risking your life and dying isn't enough to earn a raise at UW, I don't know what is.”

★**KATY BREHE, RN, TSICU, Harborview Bargaining Team Member**



“Early on in pandemic, we were told there was no need to wear masks. The therapy department and 4th floor had an outbreak and a lot of my coworkers got sick. I put on a brave face, but then walked out and sat in the lobby and cried. During that time period, I heard from my friends who were working from home asking if it was safe for them to order take out and quarantining their packages because they were so scared, while I was wearing a flimsy gown and surgical mask with COVID patients. We showed up because our patients and team needed us. I hope UW recognizes the sacrifices and trauma that my coworkers and I have experienced this past year.”

★**FAITH EASTWOOD, Physical Therapist, UW Northwest, Bargaining Team Member**



“ They say it takes a village to raise a child. It takes many coworkers to save a COVID patient. I show up to work because I value my patients and my coworkers. I hope that UW sees this and acknowledges our sacrifices and that we have a fair and equitable contract this year.”

★**NEERU KAUR, Respiratory Therapy, Harborview, Bargaining Team Member**



“ Concern for patients kept me coming to work. Even during lockdown, people break ankles. It's gratifying helping patients in vulnerable times. The main reason I kept coming, though, is the medical benefits from work. Losing insurance was out of the question. The irony is—coming to work increased my family's exposure and the likelihood they would need that insurance. At times I sat in my car after a shift and cried before coming home because I knew I was exposed. On those days I had to strip down at the back door and wash my clothes before greeting my family. Despite that, I continued coming to work because I had no other choice.

UW needs to recognize and honor the sacrifices we, and our families, have made. UW needs to pay us. I don't want to see another Hero banner. I want to see Hero Pay!.”

★**Judy Sohl, MA, Sports Medicine Clinic, UW Northwest, Bargaining Team Member**



“ I ended up contracting COVID and even though my case was mild, I experienced burning and tingly in the chest which was very disturbing. One night I thought I was going to die when I woke up with a crushing headache, burning and tingling. It made me think long and hard about whether I should go back. Our commitment to patients is underwritten in everyone's motivation. I'm hopeful administration can share our vision of a just and equitable contract.”

★**Sonja Bring, APP, General Surgery, Harborview, Bargaining Team Member**



“ I'll never forget when a long-time patient of mine returned to the homeless shelter from a day labor job. His employer for the day, who had no relationship with him, no history and no expectation of a future with him, had given him a stack of N95 masks. The patient approached me in my office where I was wearing a mask my mother had sewn for me and gave me four of his supply of N95s. He said he heard that healthcare workers in Seattle weren't being given them and noticed I hadn't had one. He specifically mentioned his concern for my wife and small son that I return to every night after work. He went to sleep on a mat on the floor, unmasked and eight inches each from two neighbors—one on either side. The next week, about 20% of the shelter tested positive for COVID-19. Acts of grace, concern, love and generosity such as was exemplified by that patient on that day kept me going even when I felt scared, alone and like my employer had forgotten about me.”

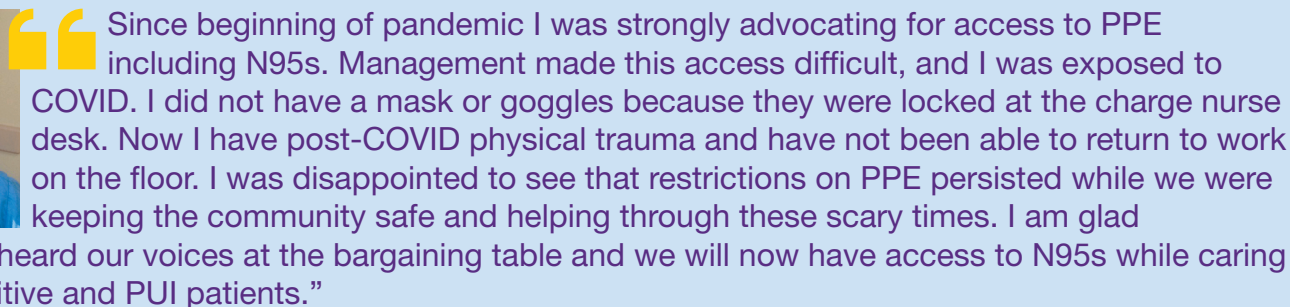
★**Joseph Hufford, RN, Healthcare for the Homeless, Harborview, Executive Board Member**



“ Through COVID there have been patients holding my hand in the hot zone. It was just me, a TV remote and nurses going in and out. The patient would grab my hand saying, 'please don't leave me.' COVID would attack people in middle of night, they couldn't breathe and then doctors would put them on comfort care. They'd say, 'hold my hand, don't go.' This is where I'd see patients die. So many—the morgue was full and the supervisor told us to take out the body that was there a long time and put this one in. I couldn't believe what I was seeing—bringing one body out who was there for an hour and put this one in. This is what we dealt with, this was our lives. Employees would grab each other, holding each other and crying and saying, 'let's keep going.' We are here for these patients. Management needs to come with a contract we deserve.”

★**TJ Drammeh, CNA, Medical, UW Northwest, Bargaining Team Member**

After months of advocating for more access to N95s by sharing our stories and experiences with UW administration, we moved them to finally do the right thing. Starting on May 11, we will be able to use N95 masks when we are dealing with any COVID or PUI patients.



Our Unity Moving Forward!

Ask your bargaining team member or union delegate for a copy of the petition to sign.

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We met with Health and Human Services Secretary Xavier Becerra to share our frontline perspective of what it means to care for our community in a pandemic. We told him how we have been putting our lives on the line every day to serve our patients and our communities but have been met with empty words of praise from our management. Even with the passage of the American Recovery Act, we still must fight to win resources that have already been approved, like hazard pay, because UW continues to put profits ahead of investing in us—the people they call heroes. The Secretary committed to standing with us and working to ensure we are holding our employers like UW accountable to us like heroes instead of sacrifices.

