

Our Powerful Message to UW Administration: ***Safe Staffing Saves Lives***

We demonstrated the strength of our unity with our Harborview and Northwest coworkers at our joint bargaining this week, demanding together that UW administration fix our staffing shortages and support us in strengthening our union. The executive team was mostly absent, showing us again that they are not prioritizing the well-being of their employees. Signing our unity petition sends administration a clear message — that they need to stop disrespecting us and that we call on them to show up at the bargaining table.

Let's show administration that we are committed to winning a contract that values all of us!

respectwcaregivers.org/unity

Respect Us, Protect Us, Pay Us

We just experienced the hardest year of our careers, but through it all we did everything we could to provide the best quality care to our patients, even in conditions of inadequate PPE and short staffing.

We are united in calling on UW Medicine administration to respect our sacrifices, protect us and our patients from COVID-19 and future pandemics, and pay us what is necessary to recruit and retain the top-quality caregivers our patients deserve:

- * Across-the-board wage increases to value our work
- * Parity in wage scales, and premiums, differentials, modality pay so that equal work has equal pay
- * Staffing improvements like break relief, incentive shift pay, and float standards
- * Clear, transparent processes to address discrimination, harassment, and bias and to create a different workplace culture that reflects value for all our work and contributions
- * COVID protections and recovery, including prioritizing time off

My signature represents my commitment to my coworkers that I will do what it takes to win a contract that values all of us.

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* By providing my phone number, I understand that SEIU and its locals and affiliates may use automated calling technologies and/or text message me on my cellular phone on a periodic basis. SEIU will never charge for text message alerts. Carrier message and data rates may apply to such alerts. Text STOP to 787753 to stop receiving messages. Text HELP to 787753 for more information.

scan this qr code
with your phone
camera to sign!



STAFFING SOLUTIONS NOW

Across Northwest and Harborview we are critically short-staffed, leading to unsafe amounts of call, burnout, and compromised patient care. We demanded staffing solutions now to ensure we are respected and protected. To care for the sickest patients, we must staff for the sickest patients, but UW administration prioritizes profits over patients, leaving us to do more with less.

Our Proposals

- Double time incentive shift pay for all jobs and all FTE, including per diem workers, when there is an open shift
- UW will comply with the law regarding mandatory call – no one can be required to take pre-scheduled call to cover normally scheduled shifts or absences
- A new FTE will be created if 50% of scheduled call shifts lead to callbacks or if management is abusing standby
- Call rooms or hotel vouchers will be provided for all required to return to work within a specific time frame
- Increased standby premium to \$6/hour plus \$1 additional for all hours after 36 standby hours in a pay period
- Eight hours rest between shifts to also include between call shifts and regular shifts

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“Call should not be used to staff our department at night — we actually just need a night shift FTE. For instance, on Sunday night I went on call at 7p and was called in 8p, badged in before 8:30, and then left at 12:30a after scanning four patients. I went home, slept 2 hours, then I was paged to come back, and I worked 3:30a-4:30a scanning more patients. My shift on Monday started at 6a, so I stayed and then worked an entire shift, which was busy because we had an absence. I stayed over half an hour extra to cover for the absence. I’d like to say that is exception but last week I had a similar night. We are sick of this. We need this MOU to move forward safely.”

Genevieve Sanford, Northwest, Ultrasonographer, Bargaining Team Member, SEIU Healthcare 1199NW Executive Board



“I did an audit last year of staffing levels over the summer months, and there was not a 24-hour period where the ICUs were staffed to their matrices. Recently my unit was down by 4 nurses in a unit where ratios need to be 1:1 or 1:2, which is a significant hit. We have been so short that the manager had to cancel interviews for open positions in order to work the floor. We proposed an incentive shift pay for everyone that attempts to fill short shifts ahead of time, not hours before. Nursing is not the only area that’s been short-staffed. If we’re on the Titanic, and there are holes in the boat, it doesn’t make sense for only nurses to get a lifeboat, we all need a lifeboat, which is why we proposed this for everyone.” **Katy Brehe, Harborview, TSICU, RN, Bargaining Team Member**

Our Union Is Us

We are the union, and we know what we need from management to grow our unity and strength, so that we can win things like safe staffing and better wages. That’s why we proposed language to strengthen our union.

Our Proposals

- New NEO language to make sure that new employees get the information they need and are welcomed to our union
- Protections from the Freedom Foundation when they email us misleading information about our strength and power as a union
- New paid positions to work for us in our union collaborating with UW administration to implement the contract

UW has shown a lack of commitment to us growing our organization so far. We know we hold more power when we stand united.

“I was appalled when I got an email from the predatory Freedom Foundation to my employer-provided email address, suggesting that our own union was encouraging members to drop out. This deceptive communication was targeted to weaken our power as a union by eroding our membership, and UW let them send that out without attempting to retract or correct it. It is unacceptable that this terrible group can email me at work when our own union is not allowed. One of our proposals is aimed at making sure this kind of deliberately misleading communication cannot happen again.”

Sam Conley, Harborview, 3W, RN, Bargaining Team Member



“Union new employee orientation is the first point of contact for us with our future members. Given the climate the last year, we don’t have as much contact with each other overall, and we want people to know that being a part of our union is a part of working with us. We want them to know about their benefits and protections that we as a union win to build a stronger workplace. And the more active people are, the better for everyone, patients, management, administration, and employees.”

Jessica Riddle, Northwest, Adult Psyche, ITA Coordinator, Bargaining Team member, SEIU Healthcare 1199NW Executive Board

“With recent UW integration of the Neighborhood Clinics, the managers are all over the map with regards to opinions about following contract. Additionally, staff isn’t getting education on how to request time off, seniority, etc. Our proposal for a contract specialist will build consistency across all areas.” **Kim Williams, Northwest, Woodinville Clinic, CMA, SEIU Healthcare 1199NW Executive Board**



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