

Calling on UW to Meet the Mission

We are united for a UW where we are safe to care for our patients and have the resources we need to provide the best patient care. Our patients count on us to be fully present and prepared when we are at work. When we are concerned for our safety, unprepared and understaffed, we can't do our best. UW needs to make investments in us so we can give our community the care it deserves.

Health and Safety

We demand that UW takes responsibility for providing a safe work environment. We have worked without PPE that we need, struggled to get access to testing and have been assaulted at work. That's why we proposed expanded Health and Safety protections and to make Health and Safety grievable.

COVID Protections

- COVID vaccines and testing
- Access to N-95s, face shields and PPE

We need UW to take all possible measures to ensure we are safe at work. It is not acceptable that UW knows patients have repeatedly brought weapons into the Emergency Department.

Stop Workplace Violence

- Staff all ED entrances with Harborview security and screen every patient, every time
- Panic devices
- Code grey and de-escalation training

"The extraordinarily high assault rate in the PES and the Psych units is why we proposed Personal Safety Devices that actually work! The ones we have right now only work if they are right side up and happen to not be covered by another piece of clothing, which means our safety and protection is compromised and makes it harder for our coworkers to help us out in times of crisis. Management is not doing enough to put our safety first. We need money for upgrades to our Personal Safety Devices, and administration needs to hear us when we say we need a safer work environment for us and our patients."

Renee Bouah, RN, Psych ICU, Bargaining Team Member



"Workplace violence has seemingly increased in the ED recently and it's upsetting to see my coworkers begin to question their own safety. Many of our patients come in through the ambulance entrance, some carrying all of their worldly possessions or others making an unexpected trip to the ED while carrying weapons they use to feel safe in their personal life. We need security to support nurses and assist with ensuring a safe place to work, not only at our front entrance but also our only other point of entry for patients. UW needs to staff the ambulance bay 24/7 with a security officer and screen every person entering to protect our staff. Safety is always first in emergency medicine and should be prioritized as such at our Level One trauma center."

Brittany Jones, RN, ER

Safe Staffing for Respiratory Therapy

We are calling on UW to commit to safe Respiratory Care staffing levels. Since Project FIT, we have seen a reduction of Respiratory Therapy FTEs. That means we rarely meet the staffing plan, which can impact our patients' care.

We Proposed a Respiratory Therapy Staffing Committee

- Create and analyze short-staffing forms
- Develop Staffing Plan and Matrix
- Staffing Plan includes Stat RT to respond to emergent patient care needs and provide breaks
- Staffing Plan will not all less than 12 RTs staffed at any time, not including the Bronch, Stat, and Charge RT

Respect Us, Protect Us, Pay Us

“The reductions in our Respiratory Therapy FTEs combined with the increase in the acuity of our patients are why we had to propose RT safe staffing. We need to be able to recruit and retain and we know being short and having unsafe staffing and not getting breaks causes us to burn out and leave Harborview. That’s why we proposed an RT staffing committee that will build a concrete staffing plan to meet patient care demands and promote a thriving work environment. We have been voicing our staffing concern for over a year, and it has not been heard. Travelers are a temporary fix to a permanent problem; we need more FTEs and a matrix that actually reflects what our patients need.” **Neeru Kaur, Respiratory Care Practitioner, Bargaining Team Member**



Preparing Us as the Professionals We Are

We are standing up for our professional development and our patients’ well being. APP turnover is ever increasing due to a lack of support and investment in our success at Harborview. Our patients are complex and to support their full needs, we need a Residency and Mentorship program that will ensure new-to- Harborview Advanced Practice Providers are supported to meet our patients’ needs.

We proposed:

- Residency of 6 months for APPs with less than 2 years of experience
- Mentorship program of 3 months for APPs with more than 2 years of experience
- Develop a task force to create guidelines for onboarding



“The over 180 ARNPs and PAs at HMC deliver essential care to our complex patient population. When we commit to a new position we also expect to be trained for that job. Unfortunately onboarding at HMC is extremely inconsistent and we are losing good practitioners as a result. This is why we are demanding that HMC create a standardized residency program for new providers and mentorship program for experienced providers.”

Heather Gates, APP, Respite

Our Families Need Us Too

We’re here for our patients; we need protections for our families. We can’t predict when a pandemic will close our schools or when a family member will need emergency care.

We proposed:

- Remove limits on use of family care emergency leave
- Expanding emergency care leave to include spouses and siblings

“We have learned lessons from COVID. With even a possible exposure, children couldn’t go to daycare, caregivers couldn’t provide care for loved ones, all sorts of regular caregiving was disrupted because of necessary quarantine requirements. We need the ability to be available for families and loved ones in these situations. We need an expansion to the emergency family leave provisions of our contract so that we can deal with immediate needs, immediately, rather than go through the process of applying for FMLA or having no recourse when already established care situations get disrupted. For me, when schools had to adapt and change so much throughout the year it really impacted me and the needs of my son. I want for myself and other workers to have the ability to step in and provide what’s needed for our families.”

Kimela Vigil, Mental Health Practitioner



THE BIGGER THE UNION, THE BIGGER THE RAISE

SEIU Healthcare 1199NW is a union of over 32,000 healthcare and behavioral health workers across Washington State, and we’re fighting hard to raise standards for everyone who comes to Harborview for work or for care.

The fact is, we win more when we’re all in. Join your union today to show UW Medicine administration we’re united for the respect, protection and pay that healthcare workers at Harborview deserve.

Go to joinseiu1199nw.org to fill out a membership card, or scan this QR code with your phone camera!



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