



## Creating a Culture of Belonging at Northwest

We're united for a Northwest where we all feel like we belong and are accepted as valuable and important members of our community. No matter our differences, most of us want the same things. We want to be able to provide for our families, have security through the hard times, and be the best we can be in every patient interaction.

Whether we are white, Black, or Brown, we all deserve to be treated the same at work. Some of us are treated differently, supervised more closely, given less opportunity than others or made to feel like we don't belong. **What this hides from us is how much we have in common and that these differences are used as a way to divide us against each other.** We should all feel like we can bring our full selves into our workplace in order to give high quality patient care.

**We need a workplace that respects and values all of us.** When some of us are treated differently based on the color of our skin, our gender, our sexual orientation, our jobs, or other identities we hold, it impacts us, our patients, and perpetuates systemic discrimination. This is all of our struggle and in order for us to win on issues like safe staffing or higher wages, we have to stand together across the differences that are usually used to divide us against each other. It is time for all of us to take an active role to ensure we address systemic oppressions that exist both within and outside of Northwest.

### **Our Vision:** *Creating a Culture of Belonging at Northwest*

**Belonging is:** "Belonging means more than just being seen. Belonging entails having a meaningful voice and the opportunity to participate in the design of social and cultural structures. Belonging means having the right to contribute to, and make demands on, society and political institutions. Belonging is more than just feeling included. In a legitimate democracy, belonging means that your well-being is considered and your ability to design and give meaning to its structures and institutions is realized."

- john powell, Othering and Belonging Institute

## Respect us, Protect us, Pay us!

### *Actions Speak Louder Than Words*

We know that working across our racial differences and job classes makes us stronger together in our union. This week our bargaining team told management that when it comes to racial justice and respect, we expect real investment in undoing the racism that is built as much into our hospital as every other institution. Management's banners and emails show progress, but we know that what we need is greater opportunities for better paying jobs and better protections against discrimination and harassment at work. We brought two proposals that we believe will foster belonging in our workplace. We must all stay unified to win on these important issues.

# Respect For Environmental Services

We recognize how critical the environmental services department is by ensuring there is quality infection control that keeps us and our patients safe. EVS members are technicians who are professionally trained in infection control and prevention, and we call on management to respect this important work.

## Our proposals:

- Changing job titles from “housekeepers” to “EVS technicians”
- A voluntary training program that makes EVS techs eligible for certification pay
- An EVS committee to address workload, staffing, and other issues



“Yesterday we received an email on the anniversary of the death of George Floyd about how UW is striving for equity and coming to terms with racial justice. Those emails frustrate me because it seems like a lot of lip service. UW is only concerned about the bottom line, and isn’t listening to the POC voices on our team. We’re asking management to put their money where their mouth is and work with us to create equity.” **Jessica Hawtree, PSS 2, Hepatology Clinic**



“EVS was crucial in our battle against COVID. They stepped up when asked and did whatever was necessary to keep patients and coworkers safe. We want to propose this because it shows respect and acknowledgment of the great work done every day by our EVS team - these coworkers deserve this.”

**Genevieve Sanford, Ultrasonographer, SEIU Healthcare 1199NW Executive Board**

# Protect Us

Our contract doesn’t have non-discrimination and harassment protections like other UW Medicine contracts. This leaves us vulnerable at work.

Our non-discrimination proposal would protect us from discrimination and harassment in addition to the following:

- Protect our coworkers who are experiencing discrimination or harassment throughout the grievance process with interim measures to mitigate the ongoing discrimination or harassment
- Six months to file grievances related to discrimination and harassment
- Lactation rooms that are accessible and sanitary and reasonably close
- Gender neutral restrooms
- Protections against retaliation for people who file complaints and their witnesses



“Our members need a safe place to report discrimination and harassment besides HR. When I was a new hire at Northwest, I had an experience with an MD making sexist statements about me in front of coworkers (including telling me I should smile more). My manager was supportive but told me my options were to go to HR or to have mediation with this guy. I told him this isn’t a dispute between employees, this is harassment and the last thing I wanted was to have a conversation with him. I know that HR is there to protect the hospital not individual employees. We need a safe way to do a grievance through the union where someone has our back and will listen to us. When I’ve told this story to coworkers without mentioning names, they knew exactly who I was talking about because it was a chronic issue with that MD. UW doesn’t want to be the type of employer that tolerates sexist and racist employees. This proposal would allow what happened to me to be dealt with rather than swept under the rug.”

**Faith Eastwood, Inpatient Physical Therapist**



“It’s really important that we have this six-month timeline to file a grievance related to discrimination or harassment. It’s a sensitive topic for a lot of people and victims might not feel comfortable speaking out right away. It might take time to develop the courage to say what happened. It might take them hearing other people going through the same thing to feel confident in order to speak out about it – and there’s fear of retaliation for speaking out and a lot of other reasons to give ample time for this.” **Rochelle Brooks, Outpatient Speech Pathologist**

# APPRENTICESHIPS THROUGH OUR TRAINING FUND

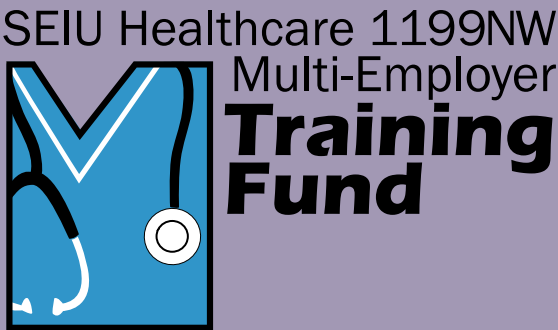
There are barriers keeping many of our coworkers from educational opportunities which advance our careers. Apprenticeships allow someone to learn while on the job, so that they don't get set back by trying to get a step ahead. We know how to do our jobs, so our expertise is needed when these apprenticeship programs are created.

Our Training Fund has the experience and expertise in fully supporting our coworkers who are advancing their career. It has a high success rate because of wrap-around services such as money for textbooks, tutoring and they've been able to get grants for things like childcare and much more. That is why we proposed that any apprenticeship programs at Northwest are overseen by our Training Fund. We call on management to collaborate with us more through the Training Fund, so we can recruit and retain great coworkers, and we hope this leads to additional apprenticeship programs for other job classes.



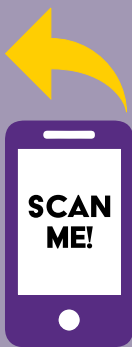
“In the OR we have the RN consortium. Having an apprenticeship program takes out roadblocks. This is a wonderful opportunity that should be open to other job classes. We want to pave the way so people can advance their career while paying bills.”

**Rose Long, Senior Anesthesia Tech, OR**



Our Mission: The Training Fund supports the career advancement and lifelong learning of healthcare workers while enhancing partnering employers' ability to attract and retain a diverse and talented workforce.

Visit [healthcareerfund.org](https://healthcareerfund.org) to apply!



“I love my job working with patients. I've been an MA for 12 years and have always wanted to go on to RN but didn't want the debt. I don't want to finish my career paying off loans. When we were just the UW Neighborhood Clinics, we weren't eligible for the Training Fund, but now we are, so I applied and was told last week that I qualify and am funded. This fall I'm starting school to become an RN! Now I can go back to school without getting into debt. The Training Fund is a huge asset for those who want to continue their education but can't afford it or have other issues like childcare. It can be life changing for our union members to be able to use the training fund.” **Rosie Perez, CMA, Ballard Primary Care**



The screenshot displays a Zoom meeting grid with 20 participants. Each tile shows a person's video feed. Many tiles have a purple background with the text "RESPECT US, PROTECT US, PAY US." and the SEIU logo. The participants are:


- Judy Sohli
- Daniel Goodman
- TJ
- James Brown
- Genevieve Sanford-No...
- Liv
- Ade. uwnwh
- Amber Smith
- Efrain Velasco
- Rosie Perez
- Faith's iPad
- Jessica Hawtree
- Kim Williams UWNC W...
- Rochelle Brooks
- Rose Long
- Patrick Cassidy
- Jenny Slater
- Oksana
- GiangCao
- Jessi Riddle NWH

**Ademola Adeyoma, Surgical**  
**Liv Brakstad, Pharmacy**  
**Rochelle Brooks, Outpatient Therapies**  
**James Brown, Plant Engineering**  
**Giang Cao, Echocardiography**  
**Patrick Cassidy, Radiology**  
**Tijan Drammeh, Medical**  
**Faith Eastwood, Inpatient Therapies**  
**Jessica Hawtree, Hepatology Clinic**  
**Oksana Kurkov, Primary Care Issaquah**  
**Rose Long, OR**  
**Rosie Perez, Primary Care Ballard**  
**Jessica Riddle, Adult Psych**  
**Genevieve Sanford, Ultrasound**  
**Jenny Slater, Care Management**  
**Judy Sohl, The Sports Medicine Clinic**  
**Kim Williams, Primary Care Woodinville**

Support your bargaining team by signing our UW Medicine unity petition.

Talk to a bargaining team member to sign our unity petition to stand with us!

## Respect Us, Protect Us, Pay Us

 **SEIU Healthcare**  
Unites for Quality Care

You 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 widespread PPE and social distancing.

We are united in calling on U.S. Medicine administration to respect our sacrifices, protect us and our patients from COVID-19 future pandemics, and pay us what is necessary to reward and retain the top equal caregivers our patients deserve.

- Across the board wage increase to value our work
- Pay in wage in classes, and premiums, differentials, mobility pay to top equal work or equal pay
- Staffing improvements to increase safety, decrease staff burnout, and their absences
- Create transparent processes to address discrimination, harassment, bias and to create a different workplace culture that is safe for our workers and contributions
- COVID protections and recovery, including mental/leave pay

We respectfully request your commitment to commit to measures that will set what is takes to set the correct that values us of us.

First Name	Signature	Job Code	Unit	Cell Phone Number



or scan this qr code with  
your phone camera to sign