



WE VOTED YES for our key bargaining values and priorities!

RESPECT US, PROTECT US, PAY US!

We overwhelmingly voted yes to stand behind our bargaining team and the values we are bringing to the bargaining table. Because we maintained our unity and grew our strength, we won protections that kept us safe and secured our jobs through COVID—the most difficult year of our careers. We are bringing that same unity into bargaining to make UW the best place to work in healthcare.



“We are uniting for a change at UW Northwest and Harborview. Great job to everybody who came out to vote! We all stick together in the fight, so even if you didn’t vote, we are all in this together,

and look for the next actions that you can take. The bargaining team is ready to begin with the union’s support voting yes!”
—**TJ Drammeh, CNA, Medical, UW Northwest**



“It was critical that we stuck together through COVID. We relied on each other to be safe and raise issues that could put us at risk. We were in constant communication and learned best practices from each other. We struggled with UW Medicine when we asked for protections and how to protect

ourselves. We were met with resistance by administration and we had to stand together to win COVID protections. We need to continue the solidarity that kept us safe to ensure we win a contract that values us.”
—**Grace Yang, Radiology Nursing, Harborview, Executive Board Member**

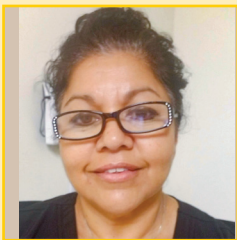
BUILDING THE BEST PLACE TO WORK IN HEALTHCARE

- ✦ Wage increases that recruit and retain
- ✦ Parity across UW Medicine so that the same work has the same pay, including premiums and market adjustments
- ✦ Building a culture of belonging and a new normal for all of us
- ✦ COVID-19 safety and recovery
- ✦ Safe staffing for excellent patient care

Be ready to take action—our unity is our power to move UW Medicine and win on our priorities! Talk to your bargaining team member or delegate about our next steps.

CULTURE OF BELONGING

We live in a society that is built upon a system of inequity and oppression. This last year has shown us that we cannot be bystanders, that we must stand up and unite across our differences for a different kind of society, and that has to include our workplace and demanding that the UW become an employer where we all fully belong. Whether we are Black, indigenous, a person of color, or white, most of us want the same things at work: Safety, good wages, fairness.



“We want to create a culture of belonging where everyone feels that they have an equal voice at work regardless of their skin color. We all have the same wants, and we all need good wages. We all need to be treated well at work and provide for our families. When you show up to a place that you feel you belong, you are

happy to be there, the morale is great, the patient care is amazing, and you feel inspired to do more. When you’re a person of color sometimes you feel shy because you’ve been oppressed for so long, but when we’re all respected you are able to speak up. Creating a culture of belonging will allow all us to bring our life experiences to work, which will bring value to our patients because we get where they are coming from. Right now is our time to do this.” —**Rosie Perez, CMA, Ballard Clinic, UW Northwest**

WAGES TO RECRUIT AND RETAIN

None of us were prepared to take on COVID, but we answered the call to duty and were there for our community. We need wages that support our families and recognize our commitment to our patients.

- ★ We need to be able to afford to live in the communities we serve
- ★ We need compensation for working with infectious patients
- ★ Premiums and differential parity the match the highest standards in UW Medicine
- ★ Market adjustment that line us up with other hospitals in the area



“ I’ve watched coworkers move away due to the rising costs in our area and stagnant wages. Patient care suffers when quality, experienced coworkers have to leave because they can’t afford to continue working here. While we took on the pandemic and endured short staffing, UW brought in a lot of money. We need UW to invest in the frontline to ensure we can recruit and retain.” —**Nike Jawando-Williams, IONM, OR, Harborview, Executive Board Member**



“ We spent the last year coming to work during a global pandemic. We’ve been through redeployment and furloughs. We have staffing shortages because our management doesn’t want to pay us what other hospitals in the region do. People are leaving for huge signing bonuses elsewhere, and travelers are working beside us getting paid double. Management needs to pay us the wages we deserve.” —**Rose Long, Anesthesia Tech, OR, UW Northwest**

SAFE PATIENT CARE

We need to hold UW accountable to commitments they make to us and our community. UW can’t prioritize profits over safe patient care in a global pandemic.

It’s up to us to make sure that our patients have the staffing they need—from CNAs to MAs to nurses to RTs to housekeepers to clinics.

- ★ Extra shift incentive to ensure we can meet our staffing needs during critical staffing shortages
- ★ Continue to expand break relief to new units and more job classes
- ★ Staffing standards for Techs, Social Workers, and Advanced Practice Providers
- ★ Enforce Break, Overtime and Mandatory Call Law



“ Staffing is a real problem. What happens to our patients when nurses have a high nurse-to-patient ratio? Patients could die, get infections, get injured, or sent home too soon without adequate education about how to take care of their illness or injury. Administration’s actions are directly responsible for what happens with our patients because of inadequate staffing in each unit. If we do our part as union members, our collective actions can make UW Medicine do better.” —**Meni Tale, RN, 6MB, Harborview**



COVID-19 SAFETY AND RECOVERY

All of us have made great sacrifices to make sure our community received the care they needed. We need UW to ensure we have the resources to recover and be well so we can continue caring for our community.

- ★ Time off to get the rest we need
- ★ Access to mental health resources to recover from the trauma of 2020
- ★ Access to the PPE that makes us safe to do our job
- ★ Hero pay bonus that recognizes and values all the work we do for our patients

UW has a responsibility to ensure we are safe every time we walk into work. We need to know UW will take every measure possible to ensure we are not assaulted at work. It is not acceptable for UW to say it can’t afford to keep us safe.



“ In the midst of any pandemic, it is very important to have adequate healthcare staffing, resources, supplies, and protections to keep our staff safe while we provide healthcare and keep our community safe. It unacceptable to be denied the PPE we need and to have poor quality control of PPEs putting our already short staff at risk for exposure. We need contract language that will hold management accountable in keeping us safe while providing the care in unknowns of the coronavirus. We must unite, stand in solidarity, educate our community, and fight for safe staffing, recruitment and retention and access to quality PPEs.” —**Melanie Arciaga, RN, 5E, Executive Board Member, Bargaining Team Member**