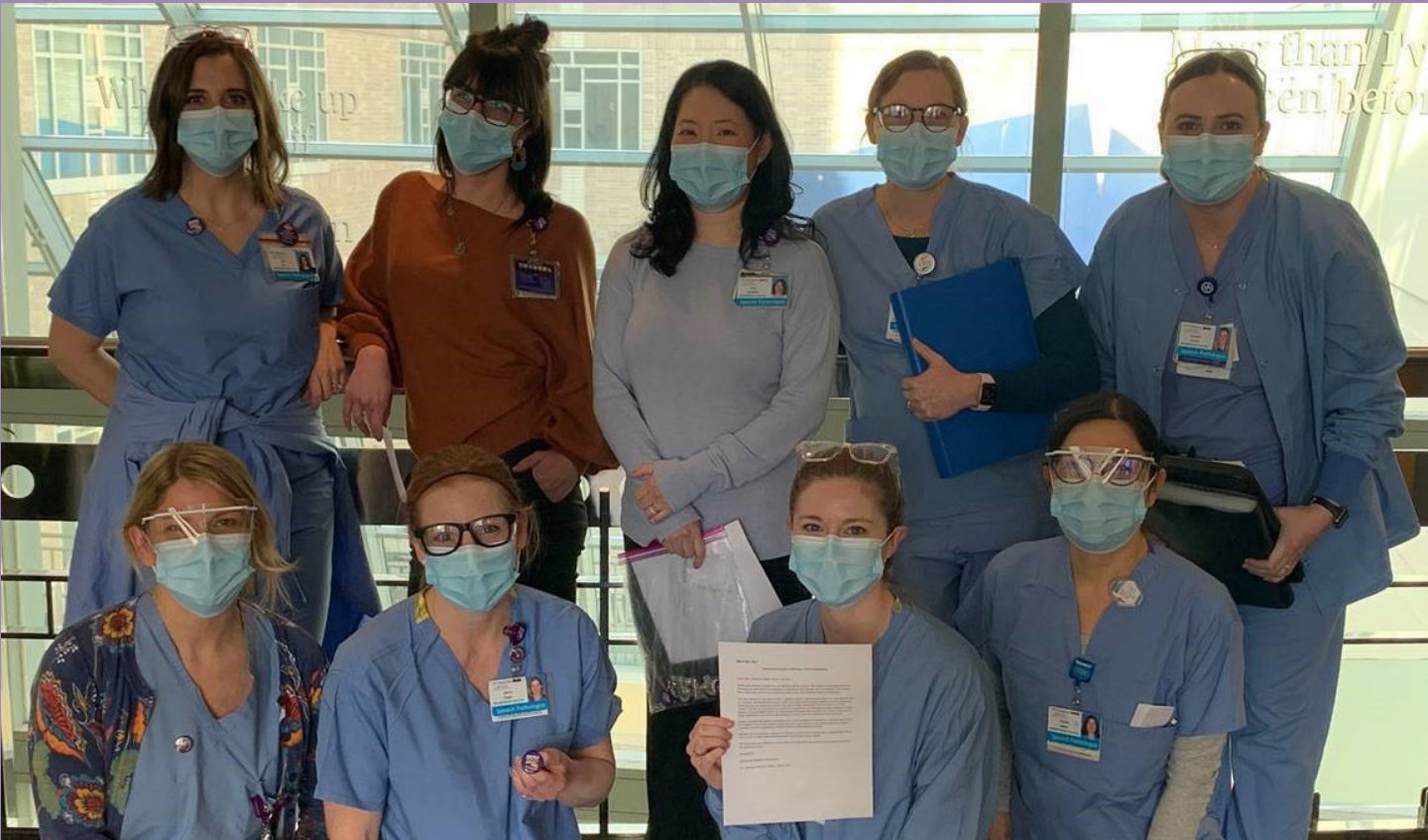


Using our union voice to advance Speech Language Pathology

We're united to advance our profession and work to the top of our skillset to provide quality patient care. In our first Speech Language Pathology bargaining, we emphasized the support we need from UW Administration. We need staffing and recruitment that supports patient care, we need education time and funds to advance the care we provide patients, and we need premiums that respect our work and our time. Our proposals will move the profession forward and break the pressures of Project FIT and short-staffing that do a disservice to our patients.



“Our Speech Pathology group joined the union because we need real support from Harborview and respect in our profession. We need the resources to be equipped to serve the diverse and complex nature of our patient population, which is why our continuing education and certification proposals are critical. If only a small number of us are able to get certified in specialty areas, that limits access to care for patients, creates longer wait times for them, and they may go elsewhere. We also need a career ladder and salary system that values our work. Our counterparts in therapy and elsewhere have the opportunity to advance and be recognized for their hard work. We also expect those opportunities and recognition.”

Fleur Godfried, SLP, Bargaining Team Member

We're United for Solutions for Better Patient Care

We're united to uphold the mission and values of Harborview that we hold dearly as healthcare workers. We demonstrated our commitment by showing up in dangerous times, working short staffed and under resourced to make sure our patients received excellent care. In our off hours, we volunteered to call our community to pass a \$1.8 billion bond measure for our county to expand access to healthcare at Harborview.

Our proposals meet the needs of our patients and address the growing staffing crisis at Harborview— before it's too late. We proposed significant wage increases and market adjustments so we can provide the care our community expects when they come to Harborview. Our patients cannot afford for their care to be impacted by short staffing due to Harborview's inability to recruit and retain. UW needs to match our vision for world class care for everyone by investing in the people who make that happen, **US**.

“We cannot retain valuable and educated employees at Harborview. Without us, the hospital cannot fulfill the mission and the commitment to patients and the people of King County and the region. The way things are now, the Medical Center is spending more and more money on travelers and outside contract companies rather than training and retaining people committed to the institution. For me, our low pay means constantly having to train new employees and do more call. The revolving door of people could jeopardize patient safety because there are not enough experienced people doing the work. We need market adjustments and across-the-board wage increases that will incentivize people to stay. Our proposals reflect the commitment we need from UW to us so that we can do the work of Harborview.”

Nike Jawando-Williams, IONM Tech, Executive Board Member, Bargaining Team Member



We proposed solutions that align with our values:

- **COVID relief and recovery**
- **Safe and full staffing**
- **Recruitment and retention**
- **Safety at work**
- **Racial justice**
- **Strong union voice at work**



Respect Us, Protect Us, Pay Us

We proposed wages that will move us forward

- 5% across-the-board wage increase – July 1, 2021
- 5% across-the-board wage increase – July 1, 2022

Wages that will recruit and retain so we can fully staff our units

We proposed:

Registered Nurse Bargaining Unit	Market Adjustment
REGISTERED NURSE 2 (Staff Nurse)	8%
REGISTERED NURSE 3	8%
FLIGHT NURSE	8%
FLIGHT NURSE, SENIOR	8%
Professional/Technical Bargaining Unit	
CARDIAC SONOGRAPHER 1	9%
CARDIAC SONOGRAPHER 2	9%
CARDIAC SONOGRAPHER LEAD	9%
DIAGNOSTIC MEDICAL SONOGRAPHER	8%
DIAGNOSTIC MEDICAL SONOGRAPHER LEAD	8%
DIAGNOSTIC MEDICAL SONOGRAPHER SPEC	8%
IMAGING TECHNOLOGIST	6%
IMAGING TECHNOLOGIST- ANGIOGRAPHY	11%
IMAGING TECHNOLOGIST- COMP TOMO	10%
IMAGING TECHNOLOGIST- LEAD	9%
IMAGING TECHNOLOGIST- MAG RES IMAGING	9%
IMAGING TECHNOLOGIST- MAMMO	9%
IMAGING TECHNOLOGIST TRAINEE	6%
IMAGING TECH – EDUCATION QUALITY ASSURANCE	8%
NUCLEAR MEDICINE P.E.T. TECHNOLOGIST	7%
NUCLEAR MED TECHNOLOGIST 1	8%
NUCLEAR MED TECHNOLOGIST 2	8%
NUCLEAR MED TECHNOLOGIST LEAD	8%
VASCULAR SONOGRAPHER	9%
VASCULAR SONOGRAPHER LEAD	9%

Social Worker and Dietitian Bargaining Unit	
DIETITIAN 1	8%
DIETITIAN 2	8%
SOCIAL WORK ASSISTANT 2	8%
SOCIAL WORKER	8%
Physician Assistant-Advanced RN Practitioner Bargaining Unit	8%
PHYSICIAN ASSISTANT-ADVANCED REGISTERED NURSE PRACTITIONER	8%
PHYSICIAN ASSISTANT-ADVANCED REGISTERED NURSE PRACTITIONER LEAD	8%
Respiratory Therapist/Anesthesia Technician/Electroneurodiagnostic Technologist Bargaining Unit	
ANESTHESIOLOGY TECHNICIAN 2	6%
ANESTHESIOLOGY TECHNICIAN LEAD	6%
ELECTRONEURODIAGNOSTIC TECHNOLOGIST 1	8%
ELECTRONEURODIAGNOSTIC TECHNOLOGIST 2	8%
ELECTRONEURODIAGNOSTIC TECHNOLOGIST 3	8%
RESPIRATORY CARE ASSOCIATE	7%
RESPIRATORY CARE LEAD	7%
RESPIRATORY CARE PRACTITIONER	7%
Imaging Technologist Supervisor Bargaining Unit	
IMAGING TECHNOLOGIST SUPERVISOR	9%
Pharmacy Technician Bargaining Unit	
PHARMACY TECHNICIAN 1	9%
PHARMACY TECHNICIAN 2	9%
PHARMACY TECHNICIAN LEAD	9%

Premiums that value our contributions and sacrifices

We need premiums that recognize the added work we take on and value all of our time during nonstandard working hours. Our premium proposals work to align with the highest standards in UW and within our union.

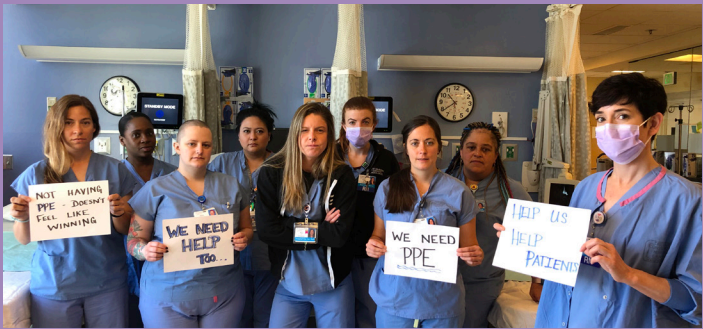
- Precepting pay for all job classes – increase to \$2 (includes Modality 3 pay)
- PA-ARNP Residency and Mentorship premium – \$4
- Charge nurse pay – increase to \$2.75
- ECMO premium for RNs and RTs – \$4
- Evening Shift Differential – \$2.50 for all job classes
- Night Shift Differential – \$4 for all job classes
- Weekend Differential – \$4 for all job classes
- Standby premium – \$6 for first 36 hours of standby and \$7 for standby hours over 36 hours

Safe and Full Staffing

- Extra shift incentive to fill holes in our schedule ahead of time
- Call Committee to improve staffing to decrease call and align with the law
- RT Committee to improve staffing so RTs can fully support patient care and take breaks
- Break Relief nurses in the ICUs, ED and ensure UW fulfills its commitment to 4WH
- Job postings to ensure we maintain our levels of staffing when coworkers leave, retire, or take extended protected leave
- Ensuring breaks for all of us

Safety at Work

- COVID Vaccines and PPE access for all Harborview employees
- Security at all ED entrances to reduce violence in the ED
- Personal Safety Alert devices for the most dangerous areas of the hospital
- Safety audits on PPE, like PAPRs
- Annual Code Grey trainings, including de-escalation and humane restraint usage



Racial Justice

- Dedicated facilitators to support our EDI committee in embarking on culture change at Harborview
- Ongoing workshops to bring shared analysis of structural racism
- Caucus time for union members with a facilitator
- Departmental support of the EDI committee
- Credit for past experience year for year for all of us

Recruitment and Retention

- Across-the-board wages to catch up with the rising cost of living in Seattle
- Market adjustments to be able to recruit and retain excellent healthcare workers
- Premiums and differentials to bring parity to our pay and to fully recognize the unique roles we play
- Pooled education funds so we can access the education we need to provide cutting edge patient care
- Access to all accrued leave when during family care emergencies
- APP Residency so new and newly hired APPs are supported during their first year at Harborview



“We all deserve respect and acknowledgment for all the sacrifices we do to serve our community. This year of the pandemic placed us to put our life and our family life in danger because of the call of duty. We love what we do! It is a gift to be able to save people’s life. At the same time, we are asking UW to pay us with respect and what we are asking is not even worth with all the work and sacrifice we do. We are suffering because of the short staff for the longest time. UW needs to take action to pay us what we deserve, which will help us retain our colleagues and at the same time, we can recruit.”

Meni Tale, RN, 6MB, Delegate, Bargaining Team Member



“We are highly skilled employees and we and the patients we care for have been devalued by UW Administration for far too long. We need an 11% market adjustment and across-the-board raises to bring us up to a competitive wage and retain staff. No other Angio department does what we do—we cover four different services over three floors of the hospital and without us the stroke, stemi and trauma patients couldn’t get the care they come to Harborview for. We are willing to take any action necessary to get the raise we deserve.”

Patrice O’Heren, Angio Tech, Contract Action Team Member

Strong Union Voice at Work

- Paid bargaining team that reflects the size of our membership
- Guaranteed NEO time with each new employee
- New Position Contract Specialists to support the implementation of our contract



“In addition to needing Master’s degrees, we work in a high-stress and demanding environment, yet our pay at Harborview does not reflect this. Instead of trailing the Milliman report, we need a market adjustment to reflect our contribution to care. Our current inadequate pay minimizes our contributions and causes high turnover and difficulty recruiting.”

Miranda Carruth, Social Work, Bargaining Team Member

