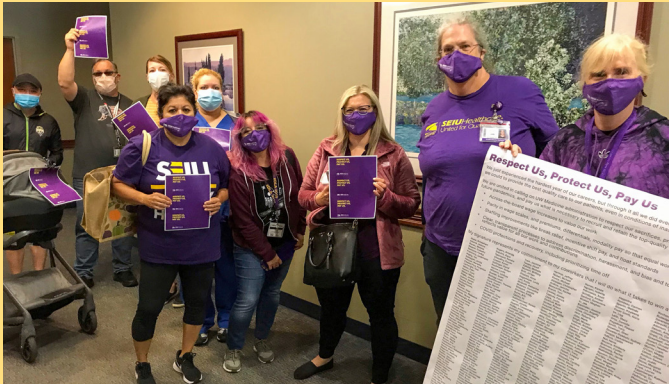




Our Union in Action

Don't call us heroes and then pay us zeroes!

A majority of us and our coworkers signed our unity petition, and this week dozens of us took action and presented it to CNO Keri Nasenbeny, CEO Cindy Hecker, and associate VP of Primary Care and Population Health Debra Gussin. This action shows the strong commitment of members standing alongside the bargaining team for safe staffing and better pay for all UWMC NW workers. When we fight, we win!

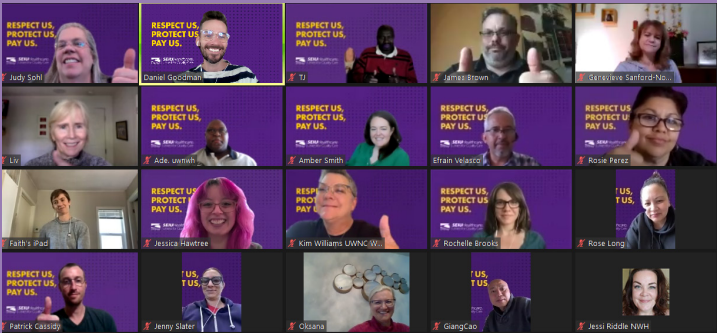


“We have been called heroes, but don’t call us that, and then pay us zeroes. Thousands of healthcare workers have died from COVID-19 this year. Where is the recognition from UW of this huge sacrifice? Grocery workers are getting hazard pay. Many other companies gave us gifts throughout the pandemic to say thanks. Millions have been donated to UW for frontline workers, yet we are not getting anything from UW. All we get is a big thank you sign that we see when we go home from work. We are asking management for the across-the-board raises, pay parity, and market adjustments to help us with our staffing crisis, so we can provide excellent care for our patients and to acknowledge the sacrifice we made this past year.”
- **Giang Cao, Echocardiographer**

Our Bargaining Team

- 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



Respect Us, Protect Us, Pay Us

Market Adjustments

Raises to recruit and retain great coworkers

We proposed wage scale increases for all job classes that are being paid less than the going rate for our area. These market adjustments are necessary to be competitive in recruiting and retaining great coworkers, so we can continue to provide excellent patient care. This will also enable us to afford to live in the community we serve. These raises are being proposed in addition to the 5% proposed raise this July and 5% next July.

We proposed wages that will move us forward

Across the Board Raise July 1, 2021: 5%
Across the Board Raise July 1, 2022: 5%



“Currently UW is hiring new graduates and entry level workers, training them on Epic and how to give a high level of service, only for them to leave and take that knowledge to competitors who pay more. This creates a short staffing crisis that is unsustainable. How much longer will we continue to be the number 1 hospital system in Washington state being so understaffed? That’s why we’re asking for market adjustments, to be in line with other hospitals in our area, and a 5% across-the-board raise each year for the next two years. We’ve worked hard for this and we deserve it!”

Jessica Hawtree, PSS 2, Hepatology Clinic



“Over the course of my 12 years with the Neighborhood Clinics, UW has imposed multiple wage freezes that have lasted for years. Only when the manager would get complaints would some of us get raises. It’s only been since forming our union that we have started getting across-the-board raises that seemed fair. But now that we are integrated with the UW system, we can see the full disparity in our wages. Why is an MA making one amount here versus a different amount over here? We need market adjustments and pay parity to retain and recruit great coworkers.”

Kim Williams, CMA, Primary Care Woodinville



“Since we became the Northwest campus of UW, the trend has been lean staffing. We are currently staffed at a level that can’t support people taking time off. The way we get time off is we have a per diem pool to cover vacation. Wages are so non-competitive that we can’t keep our per diem staff. Since January we have lost two PT and two OT per diems. We are hiring, but because our wages are so low, we can only hire newly graduated therapists with no experience. It takes 3-6 weeks getting them to the point where they can see their own small case load, and then we lose them in 6 months to a year, and we start over. This is not a good use of our time and is bad for patient care. We want experienced therapists who will stay with us, but can’t get it without competitive wages, which is why we need these market adjustments.”

Faith Eastwood, Inpatient Physical Therapist

Management’s Proposals Fall Short

We’ve finished presenting our initial proposals, and management began presenting theirs. They proposed adding Juneteenth as a state holiday to be in line with a new state law that our union fought to enact in Olympia. Other than that, most of their proposals were about changing terms in the contract, such as changing the word “leave” to “time off.”

We must stay united and continue to take action to pressure them to make proposals that “Respect us, Protect us, and Pay us.”

Respect Us, Protect Us, Pay Us