

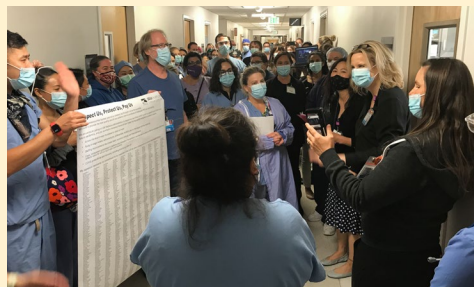
We're Fighting for a Harborview Our Community Needs

We put forward our vision for how to solve the problems that UW has created in our staffing, recruitment, and retention so our patients know that in their greatest moments of need, Harborview will have the resources to provide the best care.

UW has a different vision; they see creating profit as their way of caring for our community. Harborview needs to know that any profit created by our work is put back

into our mission by funding FTEs and providing wages that recruit and retain committed coworkers.

That's why we took action this week, to ensure UW knows we will fight for our vision for Harborview, one that is one based in our lived experiences – we are the ones best positioned to know what needs to happen to provide the best care for the community.



We need to know that CEO Kwelleno-Walley stands with us

Our unity is our strength to win a great contract, that's why we marched on CEO Kwelleno-Walley to deliver our supermajority bargaining petition. We told her we are counting on her experience as a Harborview healthcare worker to support our priorities in bargaining and to insist that UW Medicine take the direction of those of us on the frontlines of care for our community.

UW Board of Regents helped create our problems – they need to work with us to fix them

We told the Board of Regents that their policy of wage suppression is hurting our greater Seattle community and our mission patient population. We called on them to support staffing solutions that increase staff and decrease call, join us in building a culture where we all are valued for our full identities and experiences, and wages that recognize the incomparable care we provide.



“Our vision for Harborview is a hospital where everyone — workers, patients, and community members — belong. We need resources like competitive pay, staffing protections, and safety standards to care for the community and ourselves. The UW Administration presented a vision of Harborview that disrespects our work — they stated their philosophy is that we should be paid less than the median salary in our area. They presented a vision that disrespects patients and the community — they offered no solutions to our staffing crisis. We're all exhausted from COVID and short staffing but now is the time to act. It's up to us to show management that they must accept our proposals and our vision for a stronger Harborview.”

Jennifer Schofield, RN, 2WH, Bargaining Team Member

Check out our Board of Regents presentation and access campaign updates by visiting [respectuwcaregivers.org!](https://respectuwcaregivers.org/)



Respect Us, Protect Us, Pay Us

Our vision for Harborview

- FTES and staffing plans in all job classes that deliver the care our patients need and decrease dangerous amounts of stand-by
- Wages and market adjustments that are competitive and retain skilled caregivers at Harborview
- Equity and racial justice so that we are all valued for our full experiences
- COVID Bonus, time off, and mental health resources so that we can care for our own recovery from the COVID pandemic
- A strong union voice in our hospital



“As the pandemic continues and we carry the heavy burden of caring for seriously ill patients, it is important we do it in a safe manner. Adequate staffing is critically important for quality of care, and to prevent employee burnout and ensure empathy fatigue does not occur. This is especially true given the challenges the past year has taught us. To truly further the mission of this institution, we also need to have adequate and competitive wages to ensure we attract and retain the best and brightest of our profession. I stand in support of safe staffing and fair wages to help support the work we do every day. We are demanding that the institution actively listen to our concerns and address them appropriately. This is a fight we will continue until we win results that protect our patients and our colleagues.”

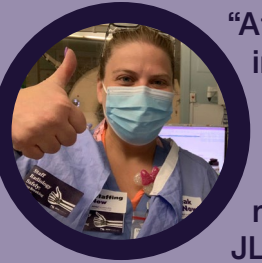
Tim Ho, Respiratory Care Practitioner, Bargaining Team Member

UW has a vision for our future that doesn’t solve our staffing crisis

Instead of investing in the staffing we need, UW wants us to shoulder a greater burden in staffing all UW hospitals. Instead of bringing a wage proposal that addresses the need of all of the job classes in our union, management instead brought a 3% recruitment and retention increase for nurses only. Our entire patient care team has a crisis in recruitment and retention, and instead of bringing across-the-board solutions, management chose a divisive proposal to try to break our solidarity. We know we are worth more, and we know each of us is an essential component of how our patients are served. This is why Harborview needs to listen to us, those closest to the care, about how to solve our recruitment and retention problem.

UW staffing “solutions”

- Creating a standby pool to take call at multiple UW facilities
- Reducing rest between shift guarantees for some schedules
- Eliminating protections that guarantee our schedule can’t be changed without mutual consent
- Create voluntary low census language to save money when UW determines they need to save money
- Negotiate floating to multiple UW campuses



“At Harborview we have stepped up in every challenge that has been put upon us. Now it is time for UW Medicine to do what is right. We’ve brought our concerns to management many times — from JLM meetings, to sticker actions, to filing a lawsuit, to marching on management. They say they hear us but we haven’t seen changes to alleviate the short staffing around the hospital and the illegal call in Radiology. They need to do the right thing, and step up, staff up, and staff safely. It’s time for Harborview to appreciate us as employees and our sacrifices. We know what we need from them and our actions to show them our seriousness are just getting started.”

Kim Nelson, CT Tech, Radiology



“We spent the last several weeks presenting proposals for the Harborview we want to see; a Harborview that has safe staffing, wages that value our skills and the rising cost of living in Seattle, and acknowledges the physical and emotional toll of working through a pandemic. Management needed only a few hours to offer us a contract with only minor modifications that don’t meet the needs of our patients or fix the staffing crisis. Their vision of Harborview is not acceptable and fails to recognize our values. We deserve better!”

Katy Lane, Dietician, Bargaining Team Member

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