

## Our Actions are Working! We Have More To Do

Harborview is in crisis. For years, administrators have imposed austerity measures and managed our county hospital without prioritizing our mission population. With the ongoing shock of COVID-19 we've been pushed into crisis.

But we do the work at Harborview and as we take action, we're moving the administration to make changes. Over the past two weeks we have worn stickers in every area of the hospital, marched on managers to highlight specific problems affecting our units, shared our experiences and needs with the UW Board of Regents and the King County Council, and participated in an unprecedented march on Medical Director Richard Goss.

The administration responded to our actions by offering incentive shifts for every job class but coupling that with unacceptable proposals for multi-campus floating and standby. We have more work to do! We have the power to transform Harborview for everyone who works here and our patients. Talk to your bargaining team member or delegate about our next actions.

Check out videos of our actions and more at [respectuwcaregivers.org](https://respectuwcaregivers.org)

### Our actions have forced management to bring these proposals:

- \* Wage increases for nurses and some Radiology modalities
- \* Pre-scheduled double-time incentive shifts for all hourly jobs to fill critical staffing needs

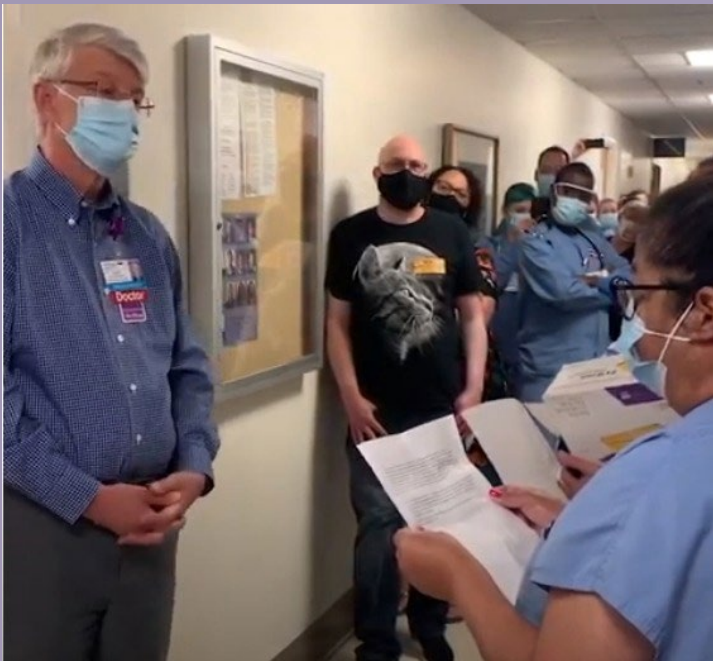
We have fought for this for years and this is the first time management has recognized our staffing needs enough to agree to pre-scheduled double-time pay for every job class.

### We will continue fighting for our priorities:

- \* Market increases for every job class to bring us above the market median
- \* COVID Relief and Recovery - \$2,000 Hero Bonus for all, including per diems, \$1,000 for mental health care, COVID relief time off
- \* Staffing, recruitment, and retention solutions including immediate posting of soon-to-be vacated FTE, the ability to reduce and/or add-to our existing FTE
- \* Solutions for the often-illegal use of mandatory call, including a call committee to recommend additional FTE where warranted and increased standby pay
- \* Across-the-board increases to bring us in line with other area hospitals
- \* Rejecting any takeaways and unsafe floating between UW campuses



## Respect Us, Protect Us, Pay Us



“We have all dealt with difficult times during the pandemic and now short staffing! Staffing shortages are a serious concern. Every day, we are being pushed to care for not just more patients, but also patients with higher acuities and care needs. We have been doing this without proper breaks and we are burned out. I am concerned for the safety of our patients and ourselves. This needs to be fixed now and administration has done nothing! Our bargaining team brought the proposal to management to fix the staffing problem that they’ve created. Our mission here is to give safe, proper care to our patients, but how can we do that if we are short staffed every day? Our patients can sense when we are short staffed and have even asked us about it. They

are not receiving our full attention and care they deserve. Administration is going through a surge in the wrong direction, and they need help. Our bargaining team gave a proposal plus copies of short staffing forms to fix this problem but they are not moving. We have shown to them that we stand together by marching to our Medical Director and asking him to stand by us. We want them to act now and what we are asking is not only what we need but what our patients and community need so they can get the care they deserve. The time is now to end normalizing ‘short staffed.’ We march to show our solidarity and we are not going to stop until we win!”

**- Nena Mojica, RN, 4W Trauma Rehab**



“People who work in the clinics, like myself, came to march on Dr. Goss because we are not strangers to short staffing. We have patients who have been traumatized waiting for

ongoing services up to a year or more after their initial contact with our clinic. Our patients are being further hurt waiting for care and we as staff are burned out. We are also supporting our coworkers in the hospital who have been experiencing ongoing unsafe staffing and our hearts are with them. Every individual who works in our hospital is valuable and every individual needs to be treated that way.”

**- Chrys Potuzak, Social Worker, HATC, Bargaining Team Member, SEIU Healthcare 1199NW Executive Board Member**



“It’s not surprising that our march on Dr. Goss was one of the largest we’ve ever done and then the next day in bargaining management moved to offer double time incentive for all job classes.

This is a win-win situation for UW administration and for us; it will help make sure that shifts are filled. And it can help fill a high priority need for patients — making sure they’re getting the staff help and care they need without the injustice to our mission statement that is short staffing. Now we need to make sure the fixes to staffing we need are not tied to things like floating between campuses. Join us for our next action!”

**- Pat Racippio, RN, 7E, Bargaining Team Member**



“Nurses are tired! Yet we continue to stand by Harborview’s mission along with every other frontline worker at Harborview every day. Unfortunately, the poor numbers of staff retention and hiring shows leadership is failing to support our mission and our community. As we are showing them, we have them poor to change this institution and make sure we all have the staffing, resources, and support we need.” - **Jennifer Doyle, RN, Emergency Department**

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