

We Have Voted to Take Action for Our Patients, Our Families and Our Community

Both our coworkers at UW Northwest and us at Harborview are ready to take action.



“We had a record-setting vote at Harborview to authorize an Informational Picket. Our coworkers are behind our solutions to address staffing and below-market wages that are putting Harborview at risk of being unable to fulfill the mission to serve all in our community with excellent patient care. UW needs to do better for us and our patients or we’ll be picketing for our patients on August 4.” **Olga Ramirez, RN, 3E, Executive Board Member, Bargaining Team Member**



We just experienced the hardest year of our careers, but through it all we did everything we could to provide the best quality care to our patients, even while taking furloughs, in conditions of inadequate PPE, and short staffing.

UW Medicine and Harborview Medical Center Administration had a choice. They chose not to uphold their end of our partnership. We cannot recommend to our coworkers what management is offering.

We’ve Held True to Our Values at the Bargaining Table

Our proposed solutions reflect what we need to give excellent patient care and meet our mission:

- Safe staffing guarantees and ending illegal usage of call
- Wages, market adjustments and premium parity for recruitment and retention
- COVID Relief and Recovery so our sacrifices are honored
- Organizational Equity and Inclusion so we can create a Culture of Belonging

“We have had to endure the burden of short staffing which has forced some staff to find better opportunities elsewhere. We can’t keep losing experienced staff and failing to recruit new coworkers to Harborview. Unsafe staffing levels can compromise safe patient care! We need to be the voice of our patients.” **Neeru Kaur, Respiratory Care Practitioner, Delegate, Bargaining Team Member**



Management’s Solutions Fall Short

UW Medicine administration has missed the opportunity to bring real solutions to the bargaining table for staffing, wages, call, OEI, and to keep us safe from COVID and other risks moving forward.

UW “solutions” offered at bargaining:

- Multi-campus float pools
- Multi-campus stand-by pools
- 2% Across-the-Board wage increases in year 1 for everyone but RNs;
1% Across-the-Board wage increases in year 1
- 1% Across the Board wage increase for all of us in year 2
- Recruitment and retention increases for some job classes—but not all
- Extra Shift Incentives for all job classes with no guarantee that they will be posted at double-time before the shift



“Despite hearing many impactful stories across many disciplines about the effect of short staffing on patient safety, staff safety, and staff mental health, administration has demonstrated they’re not interested in taking staffing seriously in any meaningful way. It’s scary to hear how many people are hanging on by a thread because we believe in the mission and are hoping that something will get better. Management doesn’t enact the mission, we the workers do. And the administration is on the precipice of destroying our mission for money. We need to get on the streets and take action to get our solutions enacted.” **Chrys Potuzak, HATC, Delegate, Bargaining Team Member, Executive Board Member**

Our Community Needs Us to Fight for Better Patient Care

- Hundreds of millions of dollars in taxpayer COVID Relief funds were given to UW Medicine
- Over \$25 million dollars was donated by our neighbors and charities to be given to UW Healthcare Heroes
- UW Medicine’s financial outlook is better than ever before
- A supermajority of voters passed a \$1.8 billion levy for Harborview

Even with these resources, UW is failing our community by refusing to settle a contract that prioritizes staffing our hospitals and clinics so we can provide the care our community needs.



How have you seen patient care impacted by short staffing?



“Our whole city struggled during COVID and we all made sacrifices. Community members donated their stimulus checks to UW’s Hero’s Fund. Those sacrifices weren’t intended to go to building executive suites! Many community members wrote they wanted the funds to go specifically to us, the frontline workers. UW needs to be accountable to donors and us: tell us where that money went!”
Sarah White Kimmerle, ARNP, Post Acute Care, Bargaining Team Member

A Picket is How We Show Our Unity to the Public and to UW

On our day off or on a break on *Wednesday, August 4*, we will picket outside of Harborview to call on UW Medicine to put patients before profits and value our work.

We invite union siblings, community allies, elected officials, and the media to hear our stories and join us.

We will picket 3:30 – 5:30 pm. Then we’ll be joined by our union siblings from Northwest Hospital for a rally at View Park, with food and speakers from across our union and allied community.

“Administrators are making it clear they do not want to invest in the solutions needed to fix staffing and wages. It is time for action from us. My department will be out on the picket line. Join us and make our voices heard.”
Patrice O’Heren, Angio Tech



**Stand together
at our Informational Picket!**

When: Wednesday, August 4
3:30-5:30 PM

Where: Harborview Medical Center
9th Ave



**Join together with
our Northwest Hospital coworkers
at the Rally for Safe Patient Care!**

When: Wednesday, August 4
5:30-6:30 PM

Where: View Park
at Harborview Medical Center

NEXT STEPS

If you haven’t yet signed up to attend the picket, speak with your bargaining team members.

Our next bargaining session is July 29.

Sign our Community Petition to tell UW Administration: Healthcare workers are heroes. It’s time to treat us that way.
1199nw.org/3kBwl0X or scan this QR code with your phone camera to sign.



Respect Us, Protect Us, Pay Us