

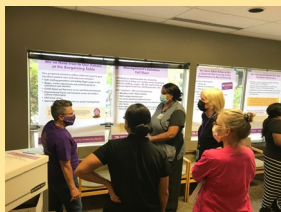
## We Have Voted to Take Action for Our Patients, Our Families and Our Community

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



“Our coworkers spoke with one voice and unanimously voted to authorize an Informational Picket. Management needs to listen and come to the bargaining table with reasonable proposals. I am thrilled to stand united to demand a fair contract!”

**Judy Sohl, CMA, The Sports Medicine Clinic, 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 Northwest Hospital 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
- CNA break relief
- Apprenticeship programs with our union’s Training Fund

“Management hasn’t responded to any of our proposals for safe staffing. We’ve asked them for break relief for the CNAs, we’ve asked them for float pay, and they haven’t responded to us at all. It’s time to take action.”

**Ade Adeyemo, CNA, Surgical, 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 moving forward from COVID and other risks.

UW “solutions” offered at bargaining:

- Mandatory multi-campus floating
- Multi-campus stand-by pools
- 1% across-the-board wages each year
- Recruitment and retention increases for job classes—but not for all
- Extra Shift Incentives of \$10/hour with no guarantee that they will be offered or posted in time to cover the shift



“Staffing has been at crisis levels for months and is leading to patients not getting the care they deserve. We are seeing more and more coworkers leave for other employers where their skill and experiences will be better reflected in their compensation. Management is currently proposing mandatory floating between hospitals and clinics to fill staffing holes, but we know this is not a real solution. We need raises that will allow us to recruit and retain staff so we can continue provide excellent patient care.”

**Faith Eastwood, Inpatient Physical Therapist, Bargaining Team 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 was donated by our neighbors and charities to be given to UW Healthcare Heroes
- UW Medicine’s financial outlook is better than ever before
- Patient care is suffering because UW prioritizes profit over patient care

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?



“Last year many people in the community heard that we were going to be furloughed and they specifically donated to UW, earmarking the donation to frontline workers. So where is the money going that was donated? We have to take action to make sure it is spent on their most important resource: us!”  
**James Brown, Plant Engineering**

## 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 Northwest Hospital 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.

At Northwest Hospital we will picket from 2:30-4:30 pm. Then we will board buses and head to Harborview to rally together in View Park, with food and speakers from across our union and allied community.

“Your bargaining team feels the time has come for another, next level action, in the way of an informational picket. Management is not taking us seriously at all. Not responding to our proposals or responding with outrageous counters. Turn out to the picket, live and in person at your clinic and hospital!” **Kim Williams, CMA, Primary Care Woodinville, Bargaining Team Member**



NWH

**Stand together  
at our Informational Picket!**

When: Wednesday, August 4  
2:30-4:30 PM

Where: Northwest Hospital  
and some Clinics

HMC

**Join together with  
our Harborview 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

Send an email to *Lisa Brandenburg* and *Paul Ramsey* telling them we are **#HeroesNotZeros**.

Use this link [1199nw.org/3wWmGol](https://1199nw.org/3wWmGol) or scan this QR code with your phone camera to send them the email.



Speak with your bargaining team members to sign up to attend the picket.

**Our next bargaining session is July 21.**

**Respect Us, Protect Us, Pay Us**