



Our Unity and Actions are Working, but Management has a Long Way to Go

Because of our unity and our willingness to take action, UW Medicine management has come back with more money on the table, but have failed to recognize the value of many of our coworkers in their proposals. It's clear that UW Medicine needs to adopt a racial justice lens, as currently management is mostly offering raises for employees in the pro-tech unit and not offering them to employees in the service contract. Our service contract includes job classes more likely to employ people of color and immigrants. Management claims to stand for racial justice while continuing to offer less money to job classes, like CNAs, with more people of color. We must continue to take action and maintain our unity so we can win a contract that is fair for all of our coworkers.



"We are more united than ever and our actions are working, but management needs to do better on their economic proposals for people that make the least at our hospital. Let's stay united and keep fighting for a contract that respects and values all of us regardless of our position at the hospital. We are all part of the team that makes this hospital work. Sign up to be at the picket with me on the 4th!"

TJ Drammeh, CNA, Medical, Bargaining Team Member.

"It was disgusting to see that management is failing to recognize the value of the work we all do. Because of our actions and the pressure we are placing on management, they have brought offers for market adjustments for some jobs but they need to do much better.. Let's send the UW a clear message that we will not stop fighting until we get a contract that values and respects all of us. Let's all get out and picket on August 4!"



Shannon Cain, Social Worker, Bargaining Team Member

We are ready to take public action and picket for our patients, our families, our jobs and our community.

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.
We will get on buses after that and head to Harborview to rally together in View Park,
with food and speakers from across our union and allied community.**

At OPMC we will picket from 12-1 pm.

At Woodinville UWNC Clinic we will picket from 12-1 pm.

At Shoreline UWNW Clinic we will picket from 12-1 pm.

At Federal Way UWNC clinic we will picket from 12-1 pm.



"Let's keep our unity and show management that we are not going to stop fighting for better patient care, our jobs and our community. We experienced hardest year in our career, and we deserve a great contract!"

Rosie Perez, CMA, Ballard UWNC Clinic

Our public campaign!

Our union is continuing to call on our community to support us through our community petition via radio spots, newspaper ads, social media, meetings with elected officials and more.



UW MEDICINE:
HEALTHCARE WORKERS ARE HEROES.
IT'S TIME TO TREAT THEM THAT WAY.

SIGN OUR PETITION

 **SEIUHealthcare.**
United for Quality Care

Throughout the pandemic, healthcare workers like us kept our community safe.

It was 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 in conditions of inadequate PPE and short staffing.

You called us heroes.

Now it's time for UW Medicine administration to treat us that way.

Nurses and healthcare workers at Harborview Medical Center, UW Medical Center – Northwest, and the UW Neighborhood Clinics are bargaining a new contract with UW Medicine, one that respects us, and pays us.

While we're asking for safe staffing, COVID relief and recovery, and organizational equity and inclusion efforts that will create a genuine culture of belonging, UW Medicine administration seems content to let caregivers like us struggle. They've offered paltry 1% raises to their lowest-paid workers, who are also more likely to be immigrants and people of color. They have refused to consider COVID hero pay in recognition of our sacrifice during this unprecedented healthcare crisis.

Even worse, UW Medicine administration is choosing to illegally use mandatory on-call shifts to cover staffing shortages, while other area hospitals are filling staffing gaps by offering generous raises and incentives for taking extra shifts. Why is UW Medicine so willing to leave their patients and caregivers behind?

UW Medicine administration needs to know that our community stands with frontline healthcare workers.

**Sign our petition to tell UW Medicine:
Healthcare workers are heroes.
It's time to treat them that way.**

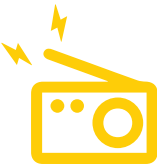




 **SEIUHealthcare.**
United for Quality Care

Respect Us, Protect Us, Pay Us
RespectUWCaregivers.org

Paid for by the nurses and healthcare workers of SEIU Healthcare 1199NW



“Nurses and caregivers of SEIU Healthcare 1199NW like me are negotiating a new contract with UW Medicine.

We’re fighting for a contract that respects our sacrifice, protects us and our patients from COVID-19 and future pandemics, and pays us what is necessary to recruit and retain the top-quality caregivers our patients deserve.

Help us deliver the message to UW Medicine Administration that healthcare workers are heroes. It’s time to treat us that way.

Sign our petition at RespectUWCaregivers.org.”
- **Judy Sohl, CMA, The Sports Medicine Clinic, Bargaining Team Member**



The response from our community has been overwhelming and thousands of people have already signed our petition to support us.

Scan this QR code to sign and share the petition if you haven’t already.



Our State Pension Benefits are Secure!



You may have seen recent communication about the contribution rate for our state employee pension. As state employees we’ve fought hard to fund and protect our pensions in bargaining, political and legislative fights. Our pensions are secure. We have worked to ensure that the elected officials who control decisions in Olympia value public service and retirement security and they know their job is to stand with us on protecting pension investments on behalf of the public unlike other states where pension security is at risk.

The notice we received was about a reduction in rates, *not* in benefits. Our benefits are fully intact. The contribution rate reduction is related to the higher return on investment our pension fund has received over the last year. Having a strong union at our workplace means that our healthcare and retirement are secure so we can focus on fighting for wages, staffing and racial justice.

NEXT STEPS

Speak with your bargaining team members or organizer to sign up to be at the picket on August 4.

Our next bargaining session is July 30.

Respect Us, Protect Us, Pay Us