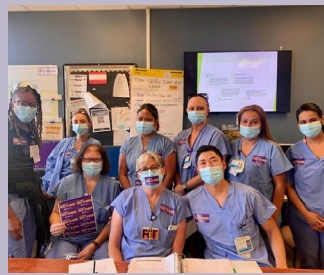




## We're Ready to Picket to Protect the Mission



We're taking our actions from inside the hospital out to our community to ensure we protect the values and mission we hold dear. UW Medicine continues to make decisions that prioritize the bottom line over recruitment and retention. We feel the negative impact of those decisions on staffing, as do our patients and their families. We are united to win a contract that will force UW to invest in staff and patient care so we can fully carry out the mission and provide world class care to everyone who comes through Harborview's doors.



"We must hold UW Administration accountable to Harborview's mission. For years, UW Medicine has been misguided with its priorities for Harborview. We are a public institution, yet for years UW Medicine has chosen to avoid investing in us in favor of cushioning their bank accounts. From attempting to close primary care clinics, to persistent understaffing, to their refusal to provide appropriate PPE during the height of the pandemic—the list of decisions leading to deteriorating patient care is long. I'm picketing to put a stop to UW's agenda that puts profits over our mission." -**Kimela Vigil, Mental Health Practitioner, Women's Clinic, Delegate, Bargaining Team Member**

### Our Informational Picket will show UW Medicine administration that our community stands with healthcare workers



- On our day off or on a break on Wednesday, August 4, we will picket outside of Harborview to call on UW Medicine to respect us, protect us, and pay us.
- We invite union siblings, our families and friends, community allies, elected officials, and the media to hear our stories and join us.
- We will picket 3:30 – 5:30pm. 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 those standing in solidarity with us.



#### Stand together at our Informational Picket!

When: Wednesday, August 4, 3:30-5:30PM  
Where: Harborview Medical Center, 9th Ave

#### Join together with our Northwest Hospital coworkers for our Rally for Safe Patient Care at Harborview!

When: Wednesday, August 4, 5:30-6:30PM  
Where: View Park at Harborview Medical Center

### Sign and share our community petition

We're telling UW Administration: Healthcare workers are heroes. It's time to treat us that way.  
[RespectUWCaregivers.org](https://www.respectuwcaregivers.org) or scan this QR code with your phone camera to sign.



## Respect Us, Protect Us, Pay Us

[www.seiu1199nw.org](http://www.seiu1199nw.org) • 1-800-422-8934

Follow us and be part of the conversation  
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[seiu1199nw.org](http://seiu1199nw.org)



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# We're bringing solutions to meet the mission

Our solutions to staffing are large and multiple to match the scale of the crisis. We need wage increases and premium parity to recruit and retain staff.

- Contractual commitments to preschedule unfilled shifts with premium pay
- Wage increases to keep us moving forward: 5% across-the-board wage increase in year 1, 4% in year 2
- Market adjustments from 5%-10% to keep up with peer institutions
- EDI Committee Structures to build a culture of belonging and improve retention
- End illegal mandatory call and increase staffing in areas that take call
- COVID Relief and Recovery
- Guarantees to post positions when our coworkers leave
- Ability to change FTE to decrease staff turnover



“UW Administration has created a serious situation. They appear be unwilling to accept our suggestions and fix the problems. This staffing crisis will not be fixed and will only get worse unless they agree to our solutions. We need to show a united front. Together with the community and elected officials who support us we will show UW Administration that we will not back away from the safe staffing we need and the benefits we deserve. Please join us on August 4 to show our power and numbers.”  
**Nike Jawando-Williams, IONM, Executive Board Member, Bargaining Team Member**



“COVID amplified our existing problems, including a work environment that says to us we and our patients are not valued. It has been over a year of continuously bad staffing and when we think it can’t get any worst, it has. I’m picketing because we deserve better, our patients deserve better, and our community deserves better. **Phuong-Thanh (Angela) Nguyễn, RN,4WH, Delegate, Bargaining Team Member**

## UW Medicine is putting the mission at risk

Chief Health System Officer Lisa Brandenburg claims to be an “*Advanced leader and champion of Lean/CPI methods across the organization.*” Lean practices have led to our short staffing making it difficult for us to meet the mission. Administration’s mismanagement cost UW Medicine \$46 million in travelers over the last two years, more than double what UW invested in our contract from 2019-2021. UW then decided to cancel many traveler contracts in April and now many of our clinics and units are consistently not meeting our core staffing.

UW’s proposals won’t meet the mission:

- Extra Shift Incentive is only turned on by employer (as is current practice)
- No commitment to guarantee positions will be posted when a colleague gives notice they are leaving
- 2% across-the-board wage increases in year 1 for everyone but RNs; 1% across-the-board wage increase in year 1 for RNs
- 1% across-the-board wage increase for all of us in year 2
- Recruitment and retention wage increases for:
  - o RT 3%\*, Pharmacy Techs 3%\*, CT and Angio 5%, MRI 4%, Imaging Tech Leads 2%, RN 4%
  - o If your job is not listed, you are only eligible for 2% and 1% across the board

*\*If there is an asterisk, that means management “packaged” the proposal with the following proposals, meaning if we don’t accept the whole package, they can withdraw the proposals:*

- Mediation to create multi-campus floating for all job classes
- Voluntary multi-campus standby float pool
- Voluntary low-census



“I’m disappointed UW doesn’t value the critical work APPs do to keep the machine running. Their proposals show they would rather lose in-house trained APPs to competitors that pay more. Losing the in-house expertise puts the mission at risk. I’ll be picketing on August 4 for the safety of my patients because someday it could be me or a loved one who needs care at Harborview and I would want well-seasoned staff to care for me.”  
**Sonja Bring, APP, General Surgery Team, Bargaining Team Member**

## 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.



## Respect Us, Protect Us, Pay Us