



Respect Us, Protect Us, Pay Us

UW's Latest Bargaining Proposals Fail Us and Our Patients

We started bargaining with a shared vision in mind — addressing short staffing, securing COVID relief and recovery, winning wages and premium parity, and building a culture of belonging. We participated in our bargaining survey, joined our coworkers to vote on our bargaining priorities, and then reinforced our commitment to those priorities by voting to picket if they were not met.



"Our community appreciates us but UW Medicine refuses to acknowledge the sacrifices we've made over the last year and a half — putting our own lives in danger and risking the lives of our families and friends.

UW Administration has lied to the community by implying that the UW Healthcare Heroes donations would go to us, healthcare workers. They refuse to say what they did with that money and when we questioned them about how the money has been used, they were evasive. We won't back down until we receive the funds that our community wanted us to have." **Nike Jawando-Williams, IONM, Executive Board Member, Bargaining Team Member**

UW can do better. Our employer and administrative colleagues have a responsibility to the community that they are failing to see through by not addressing unsafe and illegal usage of call; undervaluing our fellow Social Workers, PAs and ARNPs, Nuclear Medicine Techs, and EEG/IONM Techs; and dismissing the sacrifices and risks we undertook during COVID.



"It's great that management offered 8% to nurses, but their proposals still don't fix staffing. I think about my colleagues I work side by side with who are only being offered 2% and 2%, and that's not enough. We deserve more, and so do our colleagues. I'll be at the picket with my family because management forgot about the front line when COVID happened and still isn't recognizing our sacrifice." **Mballu Apo, RN, Float Pool**



"I was astonished by administration's ignorance to the value social workers provide to patients and community and their failure to recognize we are understaffed. Social workers bring justice and wholeness to a person during trauma and that trauma can impact people's entire lives

and families. We provide counseling so people can heal and not just be treated. UW needs to provide wages for all of our jobs to retain excellency and match area hospitals. We need to stand together to uplift all of us who make patient care work no matter our profession." **Miranda Carruth, Social Worker, Bargaining Team Member**

Our commitment: We will do what it takes to protect our patients

UW Medicine received hundreds of millions of dollars in taxpayer money through COVID CARES funding, FEMA funding, and state allocated funding. They fundraised over \$25 million in Hero donations using our names: "Please donate to our healthcare heroes on the frontlines!" and then spent that money elsewhere.

We are the Level 1 Trauma Center for our region, and our community needs us to fight for safer staffing and better patient care. We are prepared to do what it takes to get an agreement that Respects Us, Protects Us, and Pays Us, whether that is at the bargaining table or in the streets at our informational picket.

This week, we tried to bargain with management for as long as it took and management walked away from the table. Shame on them and their negotiating team for refusing to continue to bargain. UW can do better. UW must do better.

UW is failing to meet our values in bargaining. We need:

- Covid Relief and Recovery

- Mental health support at work
- Additional COVID Relief Days
- \$2,000 Hero Bonus for everyone

- Safe and legal use of call

- Follow the law related to using standby and call shifts
- Create a call committee to increase staffing and reduce call
- Increase standby pay

- Safe staffing

- Good competitive wages for everyone, not just for some, to recruit and retain
- Automatic double time to fill holes in the schedule for all job classes if unable to fill with other methods
- Post open positions more quickly
- Allow flexibility on FTE to retain more coworkers
- Expand break relief nurses to the ICUs

- A real commitment to Equity, Diversity, and Inclusion

- Workplan and processes to support folks experiencing discrimination and harassment
- Facilitator to assist in the work of building a culture of belonging

We want to reach an agreement that puts our patients before profit. We sat at the bargaining table for over 18 hours and were prepared to stay longer to get the right agreement, but management left the table and refused to continue to bargain. We are prepared to bargain at any time to get this agreement.

Respect Us, Protect Us, Pay Us

We are willing to do what it takes to get it done – whether at the bargaining table or in the streets.



“They’ve been nickel and diming us for years and that’s why we need a contract that makes up for everything that’s been taken away, and also puts us in a good position going forward. We are so far behind and it is logical that we need market adjustments for everyone to get us to parity. We’re ready to fight for the contract that we need and we’re not going to agree to something that does not include a significant investment of money and that does not address call and years of short staffing. I’ve never seen the staffing situation in my department so bad. Management’s current offer is too little too late and they need to come back to the table with serious solutions.” **Patrice O’Heren, Angio Tech**



“As a nurse and ECMO operator, I recognize there were some wins at the table for wages and the ECMO premium. Yet my other co-workers that I know are essential for the best patient care are still being undervalued and left behind in wages, benefits, and parity. This goes against our core values of equity and inclusion and is meant to be divisive. It’s morally wrong. Additionally, it fails to adequately address our staffing issues and patient needs — the solution offered by UW being mediation to float nurses and non-nurse job classes across all UW campuses who are also spread thin. Lastly, the total package offered is still valued millions of dollars less than what they paid travelers over the last two years and doesn’t address or reward any of the hard work done and that continues around COVID. Let’s stand united, united for our patients, our community, and each other. No one gets left behind.” **Katy Brehe, RN, TSICU, Bargaining Team Member**



“For the last year and half, we have been required to take hours and hours of mandatory call. We are required to take call and management is using call to cover bare-bones staffing, FMLA, staff shortages, and vacations. We have been working tirelessly to take care of our patients but are fed up with management taking advantage of us. We are tired of working short, and the proposal the Administration brought does not address our staffing and their illegal use of call and overtime. We as a department have had enough and we’re saying no to mandatory call. It’s time management show their loyalty to us and quit playing hardball with radiology by bringing proposals that meet our needs. It’s time to demonstrate our power! We’ll see you at the picket.” **Kim Nelson, CT Tech**

See you at the picket on Wednesday and sign making Saturday

Stand together at our Informational Picket!

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

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

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



Picket Sign-Making Party:

When: Saturday, July 31, 12-2 pm
Where: View Park at Harborview Medical Center



“Our union proposals were well thought out and inclusive to all job classes. However, our management wants to pick and choose who gets a raise. I stand united with my union brothers and sisters to get equal raises regardless of their job class. As a nurse, I would not perform my daily duties without the help and collaboration of other team members. This contract is essential and should reflect the hard work of every employee that has been affected by short staffing and pandemics, while getting less compensation compared to other hospitals in our vicinity. I’m calling on everyone to join me on the picket line to demand a contract that honors the mission and all of our contributions to our patients.” **Zeynab Jama, RN, 9E, Executive Board Member, Bargaining Team Member**

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