

# 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.



"We expected big improvements when Northwest merged with UW. But so far, it has not been good for our fellow hospital employees, our patients, or our community. We cannot understand why UW doesn't think its employees are not a priority. We are deemed essential, yet we have not seen any sincere action from management during these negotiations. We are disheartened and saddened. During this pandemic, we have literally risked our lives for our patients while working under unsafe conditions. We are perpetually understaffed because our wages are not competitive enough to retain our current staff or hire experienced workers. Our proposals have been reasonable and all we ask is that UW do what is right and what is fair. UW prides itself in providing "world class comprehensive care." Well, then UW needs to give us the resources to help us reach that potential. Management needs to agree to our market adjustments, across-the-board compensation, CNAs break relief, and standby language. We were ready to bargain all night if that's what it took but management decided to walk away. Every single one of us needs to come out to picket on Wednesday to show we won't stand for this kind of treatment." **Giang Cao, Echocardiographer Lead, 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 more than 60% of our essential job classes like CNAs; and dismissing the sacrifices and risks we undertook during COVID.



"I am disappointed to see how inequitable management's proposals were. For an organization that touts a vision of anti-racist and addressing systemic racism within their organization, it was surprising to see that they offered the most wage increases to job classes that are less likely to be staffed by POC. They've maintained that NW employees don't deserve to be paid what they can make at our competitors and have neglected to support our CNAs with break relief." **Jessica Hawtree, PSS, Hepatology Clinic, 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 essential healthcare workers for our patients, 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
- Wages that recruit and retain
  - Good competitive wages for everyone, not just for some
  - Parity within UW Medicine on premiums and shift differentials
- Safe staffing
  - Break Relief CNA positions
  - Rules regarding floating between clinics and float pay
- A real commitment to Equity, Diversity, and Inclusion
  - NEW EDI focused Labor Management Committee to work together to change our culture
  - Workplan and processes to support folks experiencing discrimination and harassment
  - Facilitator to assist in the work of building a culture of belonging



"We told management time and time about the struggles we are having to recruit and retain staff in most of our departments. We shared all the horrible experiences we all had to go through during this last year and a half to care for COVID patients and they chose to give us a proposal that ignores many of us as if we don't matter. They preach to be an organization that is fighting against racism and yet their proposal reflects racism. I am ready to take action for our patients and our families. See you at the picket on Wednesday, August 4." **Ade Adeyemo, CNA, Surgical, Bargaining Team Member**

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.

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"We sat by our patients while management sat at home. They can't even find the decency to offer meaningful raises to staff who sacrificed for over a year taking care of COVID patients. We will continue to bargain for all of us. Let's show management that we stand together and will not settle for less than what we deserve. I'll see you at the picket on August 4th!" **Shannon Cain, Social Worker, Bargaining Team Member**



"Management is still offering only a few job class increases, mostly in the pro tech area, and 2% year across-the-board wages which doesn't begin to fix the disparity in wages at our hospital. They don't seem to see the seriousness in our staffing crises and their solution is to float us between campuses that are miles of traffic apart. We won't walk away from this fight because we know our coworkers desperately need a much better contract than this. Join us next week for our picket. Bring your family, friends and neighbors to show UW Med that they need to meet us in the middle." **Liv Brakstad, Pharmacist, Bargaining Team Member**

## See you at the picket on Wednesday, August 4

### Stand together at our Informational Pickets!

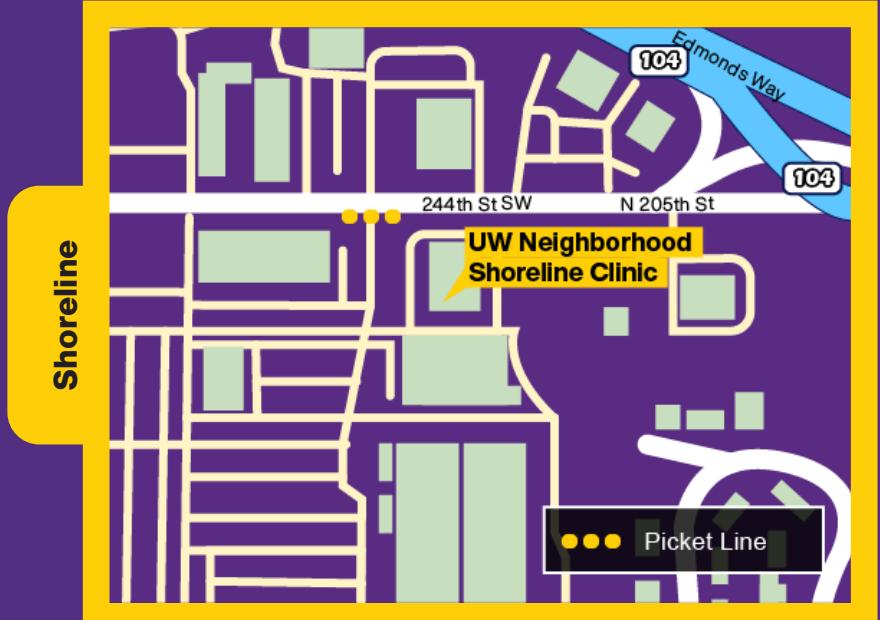
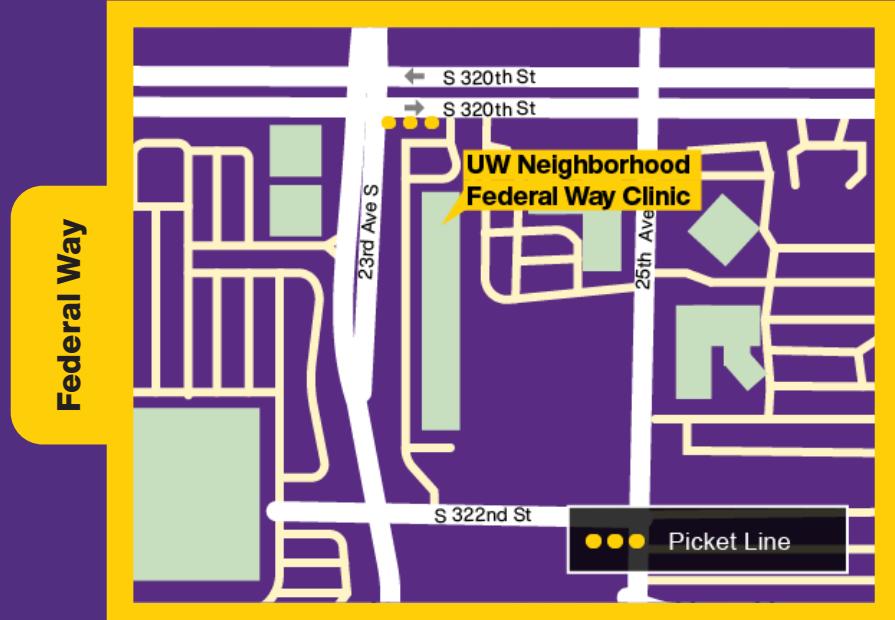
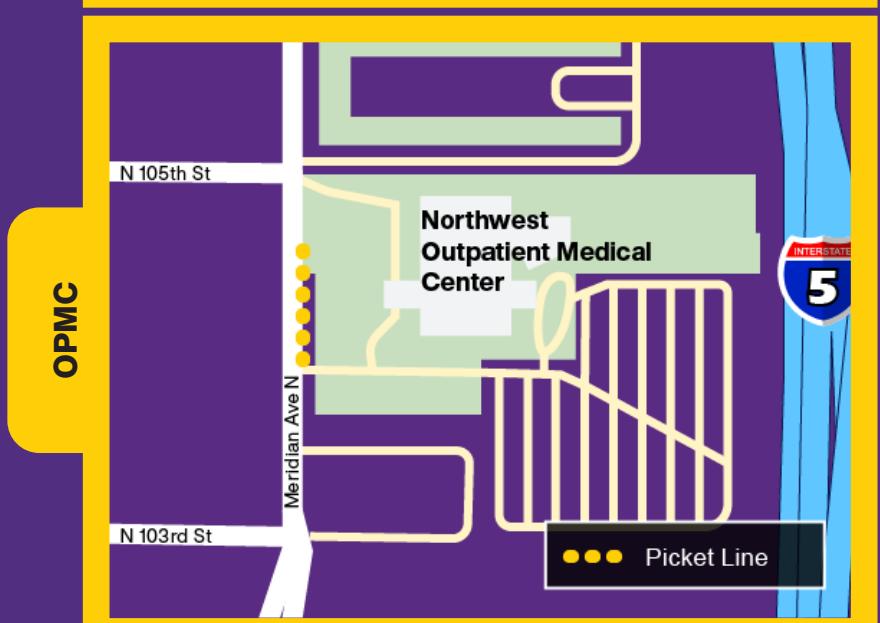
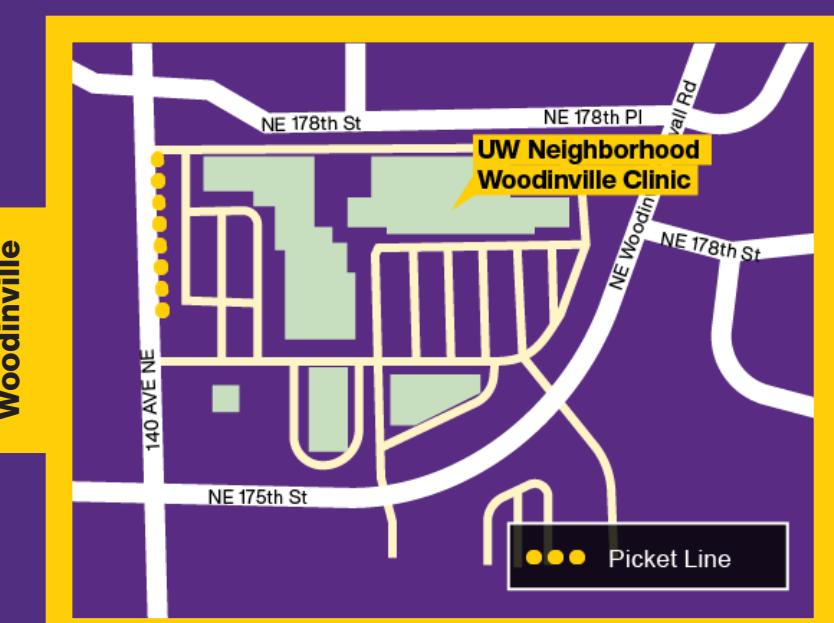
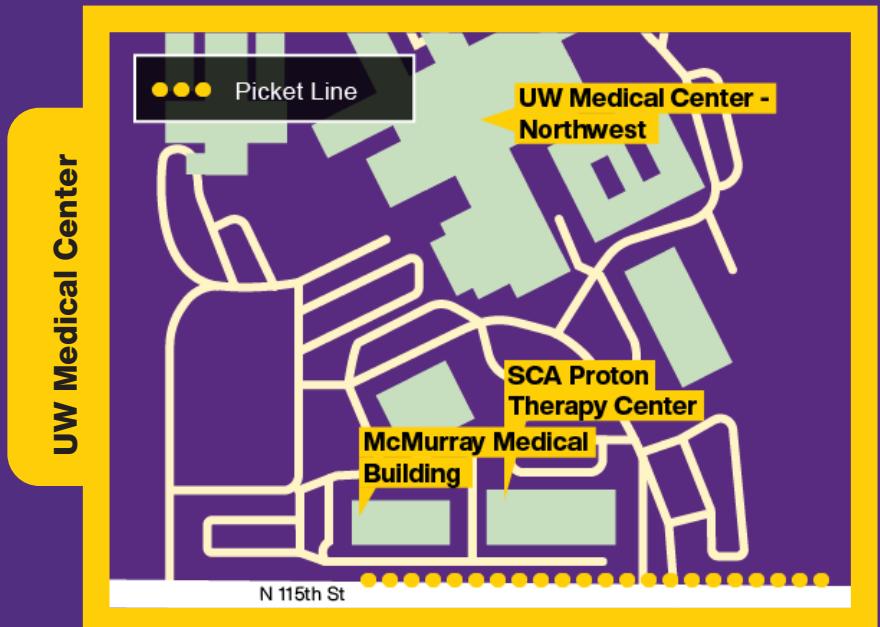
**UW Medical Center - Northwest, 1550 N 115th St**  
2:30-4:30 pm

### UW Neighborhood Clinics

12 noon - 1 pm

- Woodinville: 17638 140th Ave NE, Woodinville
- OPMC: 10330 Meridian Ave N, Seattle
- Federal Way: 32018 23rd Ave S, Federal Way
- Shoreline: 1355 N 205th St, Shoreline

**Join together with our Northwest Hospital coworkers  
for our Rally for Safe Patient Care at Harborview View Park!  
Wednesday, August 4, 5:30-6:30  
View Park at Harborview Medical Center**



"Management continues to ignore economic, social, and racial justice by bringing market adjustments for the highest paid job classes and leaving behind most of the lower paid workers. We still have no answer to what UW has done with the over \$25 million in donations that were earmarked for healthcare heroes. Management even rejected our proposal for a pilot project to give CNAs break relief. Apparently, they don't have enough money to follow the law, and to ensure patient safety with adequate staffing. We stand united to demand a fair contract for ALL of us! See you at our Informational Picket on Wednesday!" **Judy Sohl, MA, Sports Medicine Clinic, Bargaining Team Member**

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