

WE'RE DRIVEN BY THE URGENCY TO FIX OUR STAFFING CRISIS WHILE COVID SURGES
We can't afford to do NOTHING. Fix staffing NOW

We headed to our first mediation session with management feeling energized after our tremendous show of unity at our informational picket earlier this month, and although the session with management went over 10 hours, we remain committed to winning a contract that respects us, protects us, pays us, and fixes the ongoing staffing crisis.

Our team bargained in good faith, making adjustments to proposals to find compromise with management so that we can fix staffing. Management did not make one move on their proposals. Doing nothing tells us what they think of us: nothing.



← Our picket on August 4th



Liv Brakstad

“We can’t bring this to the membership for a vote with so many people still underpaid compared to our peers at other hospitals. The majority of people are waiting for better. We

have been behind for so many years that we are in a big hole, and the little they have offered doesn't get us out it. We are out of adrenaline after 18 months of COVID, and we can't do this anymore. I don't think I'm being dramatic in saying I fear there will be a mass exodus."

– Liv Brakstad, Pharmacist



Rosie Perez

"I am really disappointed. We were there all day, and they brought nothing. Last week management complained that we weren't willing to take what they offered,

and we come here to try to work something out, and all we hear is no. We worked all day long on proposals, and they wasted our time and took us away from our patients just to tell us that if we wanted to, we could bargain against ourselves, and take some of the raises away from one job and give them to another job instead. They want to divide us and make us fight for scraps.”

– Rosie Perez, CMA, Ballard Urgent Care



Giang Cao

“Why are they not considering market adjustments for everyone? Why are they not considering some of this call language? Why are they not considering float pay for clinics? We haven’t been given an answer. We have just been told no. Our members have expressed all the hardships we have endured, and now we have to bring this back to them — that management, through mediation, is willing to make no monetary change with no explanation. For our food service workers, CNAs, and therapists who are getting no market adjustment at all, 2% doesn’t even cover the cost of inflation on the dollar, nevertheless the cost of living here in

Seattle. This is very racist for the service contract, especially since it's mostly people of color. This is the least they can do for their employees?"

– Giang Cao, Echocardiographer

Our Bargaining Team:

- Ademola Adeyoma, Surgical
Liv Brakstad, Pharmacy
James Brown, Plant Engineering
Shannon Cain, Care Management
Giang Cao, Echocardiography
Patrick Cassidy, Radiology
Tijan Drammeh, Medical
Faith Eastwood, Inpatient Therapies
Alex Freeman-Smith, Lab
- Jessica Hawtree , Hepatology Clinic
Oksana Kurkov , Primary Care Issaquah
Rose Long, OR
Rosie Perez, Primary Care Ballard
Jessica Riddle , Adult Psych
Genevieve Sanford, Ultrasound
Judy Sohl , The Sports Medicine Clinic
Kim Williams , Primary Care Woodinville

Jobs that management is ignoring, failing to recognize their value, and have been offered NO market adjustment:

- Administrative Assistant
Admitting Representative
Allergy Tech
Case Management Assistant
Certified Nursing Assistant
Child Care Teacher
Child Care Teacher’s Aide
Clinic Medical Scribe
Clinic Patient Care Coordinator
Clinic Patient Services Specialist I, II, and III
Clinic Patient Services Specialist Lead
Culinary Associate
Department Assistant II
DI/OR Scheduler
Diet Clerk
Diet Technician
Dietitian
Electrician Lead
Electrocardiogram Tech
Electroconvulsive Therapy Tech 2
Electroneurodiagnostic Tech
Facility + Property Coordinator
Float Certified Nursing Assistant
Float Unit Secretary
Food Service Lead
Food Service Worker
Groundskeeper II
Groundskeeper Lead
Hand Therapist
Housekeeper Lead
- HVAC Mechanic
Implant Materials Specialist
Inventory Coordinator
Lab Account Specialist
Lab Assistant Lead
Lab Assistant Tech
Lab Assistant
Licensed Practical Nurse
Licensed Practical Nurse Lead
MA Apprentice
Maintenance Engineer + Lead
Maintenance Worker
Materials Handling II
Materials Handling III
Medical Lab Tech
Medical Lab Tech Lead
Medical Records Clerk II
Medical Tech
Monitor Tech
Neurophysiology Tech
Occupational Therapist
- OR Assistant
OR Secretary
Parking Attendant
Pedorthist
Pharmacist
Physical Therapist
Physical Therapy Assistant
Physical Therapy Tech
Radiology Tech Assistant
Retail Gift Shop
Scheduler Lead
Senior Admitting Rep
Senior Carpenter
Senior Maintenance
Senior Painter
Senior Social Worker
Speech Pathologist
Spiritual Counselor
Tele Unit Secretary
Therapeutic Recreation Specialist
Unit Secretary

Next Steps

Speak with your bargaining team or union organizer to learn the steps we will take to let the UW know that we will stay united and fight for a contract that recognizes and values US ALL!