

UW:

Take Responsibility for Staffing Our Units

We’re ready to keep taking action to secure a contract that will address this unprecedented staffing crisis. Our proposals are needed to staff our units and keep our patients safe. UW administration’s decisions over the last two years have repeatedly asked us to bear the risks of working through a pandemic and the burden of working above our FTEs and short staffed to keep our patients safe. While we carried the risks and burden, UW was enriched by our sacrifices. We’re calling up UW to accept responsibility for the staffing crisis and to partner with us to address the short staffing.

*We secured 4WH Break RNs 7 days a week!*

Our unity and action is moving UW to invest more in patient care. Before our picket, UW agreed to Break RNs five days a week. We moved UW to ensure we will get our breaks each day of the week. We are one step closer to a contract that provides our patients and us the tools we need to provide world class care.



“We are a great hospital and our union is strong because of the support we give each other and our dedication not only to our individual units but also to our hospital as a whole and the community we serve. 4WH just won what we should have had since 2015 and what we had already won in 2019: 2.8 RN FTEs for a real break program and equity with the other acute care units! We couldn’t have done this without the support of everyone in our union. We are strongest together and together we can win a contract that will help save the HMC we love.” Angela Phoung Nguyen, RN, 4W, Bargaining Team Member

Safe Staffing

Union Proposal	Management Proposal
End illegal mandatory call and increase staffing in areas that take call	Refusing to discuss options to be in compliance with the law
Post vacated positions within two weeks of employee giving notice	No commitment to post vacated positions in a timely manner
Ability to reduce FTE so we don’t lose coworkers who need part-time work	We can request to reduce FTE
Prescheduled Extra Shift Incentive 2X pay for any unfilled shift on the schedule	Employer may turn on 2X pay if administration determines it is needed
Respiratory Care Staffing Committee to create Respiratory Staffing plan with enforceable staffing standards	Respiratory Care Joint Labor Management meeting every other month with no staffing commitments
Commitment to keep Airlift bases open	No
Wages to staff our units. Total wages increases from 14-17% over course of contract, moving us close to our peers in neighboring institutions by the end of contract	Total wage increases of 4-9% over two years, leaving many of us to make thousands less than our peers in neighboring institutions
No	Multicampus floating for all job classes



“Administration needs to be more consistent with incentive double time to staff this hospital safely. We should be able to pre-schedule double time if we know we are short instead of waiting until the day of the problem. Some charge nurses have been told by Administrators that they will not approve OT until RNs have 5-6 patients. That is not acceptable and is not safe! We need Jerome to do his job and approve double time in advance.” Olga Ramirez, RN, 3E, Executive Board Member, Bargaining Team Member

Respect Us, Protect Us, Pay Us



“Administration has been using illegal mandatory call to staff normal, foreseeable staffing shortages in radiology in order to mask systemic staffing problems. We need a resolution to this now and their refusal to bargain about this issue is impacting the care everyone’s patients are receiving. We all see the near misses, and some ER patients are waiting 6 hours in the ER for their scans because we’re unable to open all of our scanners due to short staffing.” **Todd Christenson, CT Technologist, Delegate**

## Safety at work

Union Proposal	Management Proposal
Personal Protective Devices for Psych and PES units	Provide training in accordance with the Harborview Medical Center Workplace Violence Prevention Plan. Trainings may include topics such as: de-escalation tactics, safe and humane restraint usage, and proper usage and administration of Code Greys
Safety officer stationed at each Emergency Department exterior entrance to screen everyone who enters the ED	No commitment to screen people who enter through the ambulance bay



“Having a metal detector wand and officer stationed at the ambulance entrance 24/7 is crucial for safety because this is where our most at-risk patients come in through our ED. We screen everyone who walks in but the people who come in on a stretcher are more likely to have something concealed, as evidenced by the firearm that was found this weekend on X-ray. Also, gun violence has escalated significantly over the past year with multiple ‘drop offs’ of people who have been shot. Having a DPS officer stationed at this entrance would significantly increase staff safety if they need to go out on the ramp to help a patient.” **Tracy Mullen, RN, Emergency Department**

## COVID Relief and Recovery

Union Proposal	Management Proposal
\$2,000 Hero Bonus	<b>NO</b>
24 hours of COVID Relief	<b>NO</b>
Process to ensure time off for everyone	<b>NO</b>

## Building a Culture of Belonging

Union Proposal	Management Proposal
Neutral 3rd party facilitator jointly paid for and selected by the Union and Employer to support the work of the Equity Diversity and Inclusion Committee	Employer paid-for and selected facilitator for limited number of sessions
Workshops to support building a shared analysis and strong EDI Committee	No commitment to workshops, trainings as determined by CEO
EDI Committee proactively involved in programs and decisions that impact staff related to EDI	EDI committee may be involved, but Employer can continue to enact programs without consulting EDI members representing frontline staff

### Important dates to be fully vaccinated by October 18

Vaccine	Series dose requirement	First dose no later than	Second dose
Pfizer	2 doses, 21 days apart	09/13/21	10/04/21
Moderna	2 doses, 28 days apart	09/06/21	10/04/21
Janssen/J&J	Single dose	10/04/21	N/A

### 2021 Nurse Alliance Conference:

**Building Power, Fight for Justice, Winning for Patients**  
On October 12-14, nurses from around the country are coming together virtually to fight for change that we know needs to happen. This is our opportunity to hear and learn from one another because we know this staffing crisis isn’t just at our hospital or in Washington State.

**Times (daily): 8am-3pm PT**

**Available CEU credits: 10 CEU credits available for full participation (3 to 4 per day)**

**How do I register?**

Email <https://1199nw.org/3zkCH9A> or let your delegate or organizer know.