

# PICKET

AUGUST 5, 2021

HARBORVIEW MEDICAL CENTER

## We Took Action for Our Ourselves, Our Patients, and Our Community



### Our Community Stands with Us!

We were joined by community partners and elected leaders:

Rep. Eileen Cody,  
34th Legislative District

Rep. Kirsten Harris-Talley,  
37th Legislative District

Rep. Sharon Tomiko Santos,  
37th Legislative District

Rep. Nicole Macri,  
43rd Legislative District

King County Councilmember  
Joe McDermott

King County Councilmember  
Dave Upthegrove

King County Executive  
Dow Constantine

Seattle City Councilmember  
Andrew J. Lewis

UFCW 21

AFSCME Council 28 (WFSE)

SEIU 925



In our largest action ever, we took our demands of equity, recovery, safe staffing, and competitive wages for each of us to our community. Thousands of us demonstrated our unity to defend the missions of our hospitals and clinics by picketing at six different UW Medicine locations. Our families, coworkers, neighbors, community leaders, and elected officials spoke with one resounding voice – We demand better from UW Medicine.



"We need better wages and staffing, and we'll keep fighting until UW meets our mission. Divided we fall, united we rise!"  
- **Suzanne King, Samantha Koth, Kim Higgins and Raphael Chavez, Rx Techs**

"I am out here on the picket line today because we need safe staffing and everyone is burned out. I know several coworkers who got COVID and are still dealing with the after effects. I want UW Medicine to make staffing a priority, management is hiring travelers and offering new staff sign-on bonuses. But what about the people who work here and have proven to be dedicated? Management is not taking care of those folks — the ones who already work here." - **Carl Delica, RN 5E**



"I'm on the picket line for safe staffing! We're overworked and understaffed — we don't feel supported by our organization and nurses are leaving the bedside because of this lack of support. They don't listen to us, so I'm here to make them listen!" **Acacia Kennedy, RN, Med/Surg**



"We're picketing for our HMC family, but above all our most vulnerable patients. We're holding UW Medicine accountable to do the right thing in providing safe staffing and an environment of inclusion to meet our mission. We've been pushed to our breaking points. UW Medicine must finally start prioritizing those of us in the trenches of patient every day."  
**Michelle Chan, RN 3WC**



"I'm on the picket line for better staffing — respect for staff and patients! The mission of this hospital is to serve the underrepresented and marginalized. When we are understaffed, we can't meet the needs of this community and it's to their detriment. When administration expects us to do more with less, we hit the streets!"  
**Gwen Rushing, RN, 2West**





# Rally for Safe Patient Care at Harborview Park



“I was a nurse at Harborview before I joined the union, and this fight is personal for me. We, as a union, we follow our values so we can improve our working conditions for our patients. We value competitive wages that will recruit and retain the best healthcare workers. We value racial equity and fairness for all. We value the sacrifices that you have made in the past year. Your jobs have been so hard – every day you’ve come to work and you’ve put your lives at risk so the community can have what they need. We value safe staffing. What has been very clear in the past couple of months is that management does not share those values. They need to put you first. Are you ready for this fight? We’re going to win this fight. You inspire me. Stay strong.” **-Jane Hopkins, RN, Executive Vice President, SEIU Healthcare 1199NW**

“If we’re outside, something is wrong inside — because as healthcare workers, we want to be with our patients. We have a lot of patience for our patients; what we don’t have a lot of patience for is management stalling and not coming to the table and bargaining the contract we need. Shame on UW Medicine.” **-Diane Sosne, RN, President, SEIU Healthcare 1199NW**



“Frontline healthcare workers have worked tirelessly and at great risk to themselves and to their families throughout the pandemic. Without a fair contract, we cannot retain and we cannot recruit the healthcare workers we need to keep this community safe and healthy. That’s why it is in the public interest to get this settled in a way that is fair for every worker.” **-Dow Constantine, King County Executive**



“We know what respect looks like – it looks like hiring the folks you need beside you at every level to do the care you need. Whether you’re wiping a doorknob, or making sure those masks are stocked, or holding someone’s hand while they’re figuring out what happens next for their loved one. Every one of you matter and deserve respect. When you ask for equity in pay, that is not about you – that is about the care for every patient and every family that walks in these doors.” **-Kirsten Harris-Talley, State Representative, 37th Legislative District**



“I (and Hugo the Frenchie) am picketing in support of my fellow PA/ARNPs, social workers, and nursing staff who work tirelessly to provide adequate care to our community under such excruciating conditions. In the last few months, the PES has lost insurmountable talent including our charge nurse, social workers, seasoned nurses, and PA. Some of our nurses are pulling 16 hour shifts to fill gaps in the schedule. The solutions UW has provided will not suffice in retaining the crucial experienced staff needed as we face impending challenges in delivering care. My fellow PA/ARNPs and social workers have been neglected in wage market adjustments under current proposals, undervaluing our impact to efficient patient care. I love the work I do and cannot imagine doing it without the support of my experienced colleagues. We’re calling on administration to take our concerns seriously or risk a mass exodus of experienced staff who are struggling to hold this place together.” **-Aroldo Trejo, Physician Assistant, Psychiatric Emergency Services**



OPMC



Shoreline



Woodinville



Harborview



Northwest



Federal Way



## Our next steps

We are calling on UW Medicine to meet us back at the bargaining table at any time. We are ready to secure commitments to our priorities in a contract that puts our patients first and secures our futures at UW Medicine.

Talk to your bargaining team member or delegate to find out how you can keep building our power at Harborview Medical Center.

