

PICKET

AUGUST 5, 2021

UW Medical Center – Northwest and Clinics

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



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.



“Today our members showed up on the picket line to show management that we will not stop until we get a contract that is fair and acknowledges the sacrifices we have made over the last year. We need real solutions to our staffing shortages, not the selective raises management is proposing. We need equity in our shift differentials so that a worker who is in our service contract, like a CNA, makes the same shift differential as someone in our professional/technical contract. We need real systems in place to address racism in our workplace. Yesterday our elected officials made it clear that they have given UW Medicine the money to offer us a fair contract. If we stand together, we can win a contract that is fair to all of us.” **Faith Eastwood, Physical Therapist, Bargaining Team Member**

“I am here today because we don’t have enough healthcare workers to provide quality care for all of our patients. Instead of hiring enough staff to cover shifts that don’t have enough staff, UW is forcing many of us to be on call through the night in addition to our scheduled shifts. This isn’t just illegal, it’s immoral—and it’s putting strain on workers who are already tired and burned out and in need of respite. We call on UW Medicine to Respect Us, Protect Us, Pay Us!” **TJ Drammeh, CNA Surgical, Bargaining Team Member**



“I believe UW is a strong institution that has a lot of core values; however, they do not hold those same values when it comes to supporting their clinics and staff within the clinics. We want to be treated equally, we want competitive living wages, staffing, vacation time, etc. We want to be heard, not looked over and ignored! We matter, our families matter. UW, you have to do better, stand behind the values you talk about daily in the media when it really matters.” **Jada Jefferson, MAC, Federal Way Clinic**

“I’m here on the picket line to support my team and to request that UW takes care of us like we take care of our patients, and we need livable wages! We need to be where other healthcare workers are in this state.” **Maria Delgadillo, CPSS Lead, Woodinville**



“We’re on the frontline and matter too! We deal with threats and name calling in order to follow the mask mandates and visitor policies. We are out here picketing for us as well as our colleagues!” **Alicia Foote-Smith and Natasha Davis, CPSS, Meridians Women’s Health OPMC**

“We worked hard throughout the pandemic with no Hero Pay. We deserve a wage that reflects our hero status.” **Nadia Jones, MA, Shoreline Clinic**



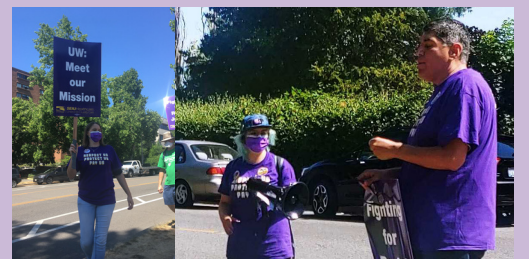
Our Community Stands with Us!

We were joined by community partners and elected leaders:

Rep. Javier Valdez, 46th Legislative District

Rep. Garry Pollet 46th Legislative District

Rep. Lauren Davis, 32nd Legislative District



Seattle Labor State Labor Council

Washington Labor Council

WFSE

AFGE Local 3197

IFPTE 2001

Teamsters Local 174



“This isn’t just for me or my department, this is for our whole system at Northwest Hospital. We

have gaps and holes in our care in terms of support and UW needs to address these issues.” **April Oi, Pharmacist, OPMC**



“I’m out here for better wages and better staffing. UW is a big corporation; they can afford to pay!” **Kathryn Rickey, MAC, Shoreline**

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**



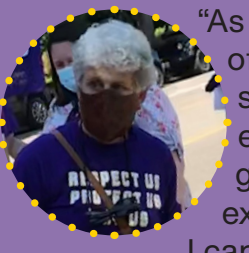
"We know what respect looks like – it looks like hiring the folks you need beside you at every level to do the care you need. Whether you're wiping a doorknob, or making sure those masks are stocked, or holding someone's hand while they're figuring out what happens next for their loved one. Every one 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**



"UW needs to pay us and recognize the sacrifice that we have made during this pandemic. While we were in the frontlines putting ourselves and our families at risk, they sat safely at home. UW, do what's right!" **Jessica Hawtree, PSS, Hepatology Clinic, Bargaining Team Member**



"This is the UW hospital. They should show us the difference between here and other countries. We need better staffing and wages that we deserve." **Goly Ghavami, CNA Float**



"As a patient and caregiver of my husband, I can speak firsthand to the excellent care we have gotten at UW/NW. As an ex-employee of UW/NW I can speak of how we need to treat our healthcare heroes — with respect, protections and pay to retain them in order to provide excellent care. UW has the donations and funds to pay. Be a good employer and community provider of healthcare." **Tina Carpenter, Former E-Board Member of SEIU Healthcare 1199NW and worker at Northwest, Pictured at OPMC**



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 Northwest Hospital and Clinics.