

**Management’s proposals fall short.
It’s time for the UW to do better.**

After days of mediation, management continues to say no recruitment and retention raises, otherwise known as market adjustments, for the majority of us in our union. In last week’s mediation session, we lowered our ask significantly, in the hopes that UW administration would start bargaining with us for raises for these jobs, but they still refused to budge. This means management doesn’t want to give extra raises for all of us working the front desk, for all CNAs, social workers, pharmacists, and therapists, for everyone in plants ops and stores, and too many departments to list.

To all of us in these jobs, they still say they cannot afford to pay us fair, competitive wages. They have dug themselves in a hole with years of underpaying us, and they refuse to rectify that and take accountability now. In the meantime, our morgue is full again from COVID deaths.

They have told us that we should take what they’ve offered to some jobs and spread it around to others. But we know that we must remain united and strong while they try to divide us. That is how we will win. Speak to a delegate about our next steps as a union.



“UW is saying they put millions in the package they gave us, and that this is the biggest package they ever put forward. Other hospitals are putting much more money on the table for their staff. I don’t think the UW cares about the staff and quality of patient care. We are going to call for action against UW to hold them accountable. And now that COVID is back again, there are 10 patients in the hot zone. We are back to square one again with COVID and managers have disappeared – and where is our hazard pay?”

TJ Drammeh, CNA, Medical, Bargaining Team Member



“Management is not bargaining in good faith, they are not trying to meet us in the middle. They are wasting our valuable time by not coming up with a decent proposal. We are proposing lots of things to them, they are not responding to anything that has money attached to it – everything which is important to my coworkers, including raises and market adjustments. We need to support each other and represent that we are united together for a fair contract.”

Ade Adeyemo, CNA, Surgical, Bargaining Team Member



“Still management brought no new additional monies to the table and is unwilling to address our staffing needs and the fact that so many of our job classes are under paid compared to our competitors.”

Judy Sohl, CMA, The Sports Medicine Clinic, Bargaining Team Member

Where we are in bargaining

Union Proposal	Management Response/Proposal
\$2,000 hero bonus for all employees in recognition of all the sacrifices made since COVID started	Management stated that they invested money that was donated for heroes into testing sites and PPE
Raises: 12-15% moving us close to our peers in neighboring institutions by the end of contract, so that we have adequate staffing	Raises: 4-12% leaving many of us to make thousands less than our peers in neighboring institutions, which leaves us short staffed
CNA break relief program to make sure CNAs are able to take their breaks so they can provide the best care to their patients	Management rejected this proposal for unclear reasons
Floating premium when hospital employees get floated outside of their departments	Management ignored this proposal
Floating premium for clinic employees that get floated to a clinic outside of their own clinic	Management proposed \$1/hour premium for employees who have to drive a minimum of 30 miles, which means hardly anyone will get it
Extra Shift Incentive: 2X pay for any unfilled shift on the schedule	Extra Shift Incentive: \$10/hour (Harborview administration agreed to 2X pay)
Still bargaining, but we have moved management to agree that it would be a voluntary option	Management proposed mandatory floating between campuses
Use the Training Fund for the next Medical Assistant apprenticeship cohort	Yes
A voice for CNAs in the hospital-wide staffing committee	CNA union members from each of the following units will be able to participate in the hospital-wide staffing committee: Surgical Unit, Medical Unit, ICU/CCU, SCU/TEL, Adult Psych, 2 East/DSU, MSE
Parity on different premiums with our peers at Montlake and Harborview	Management agreed to increase the following premiums: Modality Pay 1 - Staff actively participating in a new training program for a new modality will be paid +\$1.25 per hour Modality Pay 2 - Staff assigned to conduct examinations/studies in a modality other than their current classification will receive +\$1.50/hour Modality Pay 3 - Staff assigned as a preceptor to other staff will be paid +\$2.00/hour Stand by Premium - Employees will receive \$6.00 per hour for all standby hours of 30 or more per pay period Preceptor Premium - From +\$1.00/hour to +\$1.50/hour Third Shift Differential for Pharmacists: from \$3.25 to \$4.00 Although these are improvements for some job classes, they still leave hundreds of us making lower premiums than our peers at Harborview and Montlake.
End illegal mandatory call and increase staffing in areas that take call	Made some progress at last session but need stronger commitment from management
Certification Pay: for employees certified in a specialty area by a national or state organization and working in that area of certification, the premium will go from \$.50 to \$1.25 per hour	Yes

Letter of Support From Our Elected Officials to UW Administration

To:

Paul Ramsey, CEO of UW Medicine
 Lisa Brandenburg, Chief Health Systems Officer of UW Medicine
 Ana Marie Cauce, President, University of Washington

Management of UW Medicine:

We, representing our constituents in Seattle and King County, are writing you in support of the workers who are currently in bargaining across the UW Medicine organization. We ask that you prioritize the following: patient and worker safety, wages that are conducive to recruitment and retention, meaningful investments in staffing, and honoring the immeasurable sacrifices of our healthcare workers.

In recent weeks, many of us have met with the healthcare workers at UW Medicine. We have heard heartbreaking and alarming accounts of chronic understaffing and violation of labor laws. These laws govern such things as work breaks and use of overtime, and violations of them threaten both patient and worker safety. At the same time, we've heard that below-market wages and insufficient compensation for increasing workloads has created retention and recruitment problems that further exacerbate the staffing crisis. The effect of these problems within the UW Medicine workforce is racially disproportionate, have adverse consequences for the mission population being served, and must be addressed.

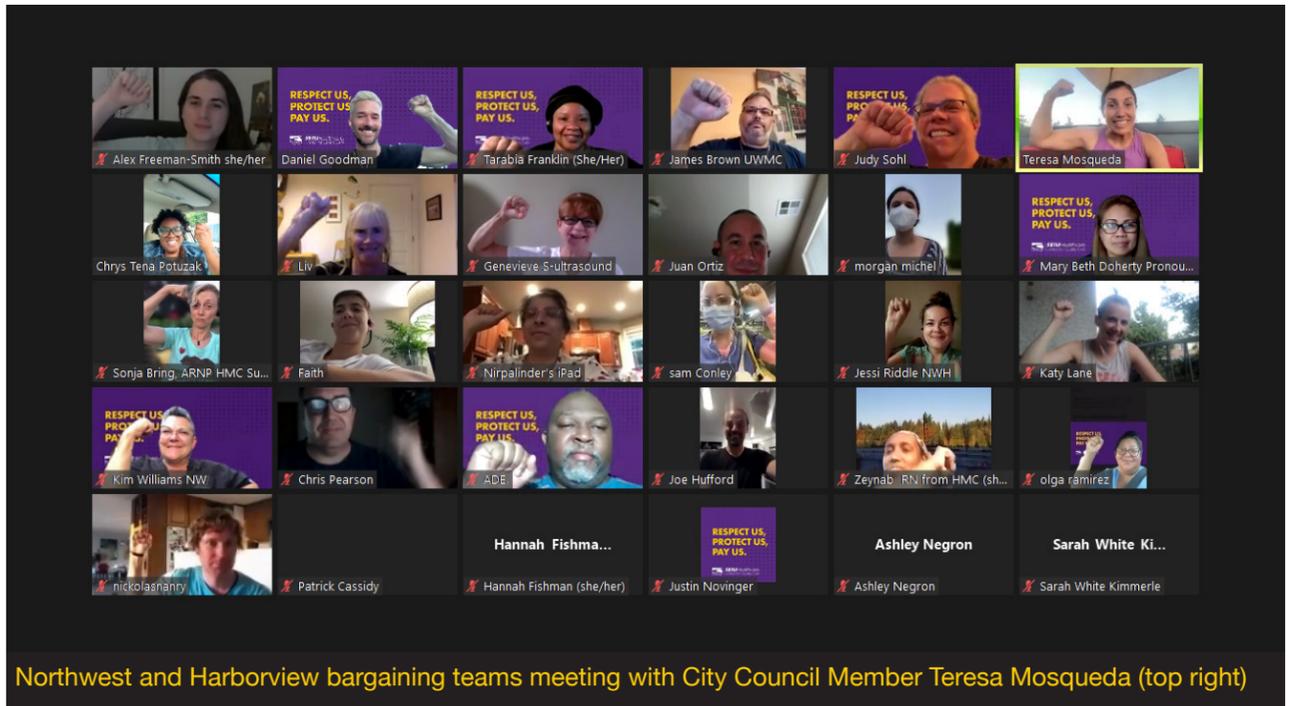
The healthcare workers at UW Medicine have just experienced the hardest year of their careers, doing everything they can to provide the best quality care to patients despite mandatory furloughs, insufficient PPE, and unsafe short staffing. The physical, mental and financial toll on healthcare workers is immense and requires we all work as partners to ensure patients and our healthcare workers are supported.

As elected officials, we acknowledge and appreciate the unprecedented circumstances which the COVID-19 pandemic created in our hospitals and clinics. However, many of these problems – particularly around unsafe staffing and inadequate compensation – preceded this public health crisis.

We are also keenly aware of the publicly funded support that our health systems, including UW Medicine, have received from our Federal and State governments to maintain services and operations. Additionally, private donations have poured in from community members through the Healthcare Heroes program. As a publicly funded health system, we appreciate UW Medicine's stewardship of public dollars. That financial stewardship, however, cannot come at the expense of the workers and patients of UW Medicine.

UW Medicine is comprised of some of the highest regarded health institutions in our State and region. We share the commitment that UW Medicine continue to provide quality care to our communities and our constituents. That quality care relies on the hard work of the workers who give their all every day. We call on you to settle a fair contract that prioritizes patient and worker safety, incentivizes recruitment, retention, and racial equity, and ensures that our community continues to receive world-renowned care from our critical healthcare workers.

Sincerely,
 Liz Berry, State Representative (36th LD)
 Frank Chopp, State Representative (43rd LD)
 Eileen Cody, State Representative (34th LD)
 Rod Dembowski, King County Council (Dist. 1)
 Joe Fitzgibbon, State Representative (34th LD)
 David Frockt, State Senator (46th LD)
 Lorena Gonzalez, Seattle City Council President (Pos. 9)
 Kirsten Harris-Talley, State Representative (37th LD)
 Debora Juarez, Seattle City Council (Dist. 5)
 Jeannie Kohl-Welles, King County Council (Dist. 4)
 Nicole Macri, State Representative (43rd)
 Joe McDermott, King County Council (Dist. 8)
 Teresa Mosqueda, Seattle City Council (Pos. 8)
 Joe Nguyen, State Senator (34th LD)
 Chris Roberts, Shoreline City Council (Pos. 7)
 Cindy Ryu, State Representative (32nd LD)
 Strom Peterson, State Representative (21st LD)
 Gerry Pollet, State Representative (46th LD)
 Rebecca Saldaña, State Senator (37th LD)
 Sharon Tomiko Santos, State Representative (37th LD)
 Dan Strauss, Seattle City Council (Dist. 6)
 Dave Upthegrove, King County Council (Dist. 5)
 Javier Valdez, State Representative (46th LD)
 Girmay Zahilay, King County Council (Dist. 2)



Northwest and Harborview bargaining teams meeting with City Council Member Teresa Mosqueda (top right)

TELL YOUR LEGISLATOR:

FIX STAFFING NOW

The staffing crisis is affecting hospitals nationwide and statewide, and we are calling on our elected officials to intervene and help. We've been meeting with our representatives, and there are many more meetings scheduled.

Every one of us should meet with our legislator to discuss the staffing crisis. Please let a delegate or organizer know you are willing to do your part to fix staffing now.

JOIN OUR FACEBOOK GROUP

Bargaining team members have started a Facebook Group to help communicate more effectively with one another. To find us on Facebook, search for "Stronger Together SEIU1199 Northwest" and request access to join the group.

