



We Will Vote as a Full Membership Starting October 27 **Our Unity is Our Strength!**

**UW can either bring proposals to meet our and our patients' needs,
or we will move forward with a vote to authorize a strike.**

UW administration has had numerous opportunities to meet our needs in bargaining but have been slow to do so. Their proposals are not enough and they don't meet the needs of our patients nor our own needs as healthcare professionals. We have showed our unity through collective actions, shared our stories, and yet our ability to provide the quality care our patients deserve is still compromised.

We are not confident management is prepared to do what it takes to rise to this challenge and solve these issues. Therefore, we are giving UW Medicine management a choice – we can vote to ratify an agreement that satisfies our priorities, or we can vote to take the first strike in Harborview Medical Center history.



"I can't believe UW Administration is this willing to lose more and more people. This is a crisis of the Administration's own making. They haven't been bargaining seriously since mediation started and now they have a clear choice. Either come to the table with a good contract we can ratify, or we will be doing a strike vote. This is our time to come together as union members and fight for what we really believe in. Safe staffing, safe patient care, Covid safety, and retention of the people who work here and have dedicated their careers and lives to this hospital. Time for them to show us the respect we have shown them." Grace Yang, Radiology, Executive Board, Bargaining Team Member, Delegate



"We keep telling management what we need to keep our staff here and keep our patients safe. They refuse to take our needs seriously and aren't showing up with serious solutions. The fate of our hospital is at stake and administration needs to take responsibility for their role in the crisis we all know is coming. UW has a choice to invest in our staff and community by offering real solutions at our bargaining or they can keep putting profit over patients." Samantha Conley, RN, 3W, Delegate, Bargaining Team Member

When we started our bargaining, we were clear about our priorities.

Safe Staffing

- ☆ We need vacated positions posted quickly and not delayed by administrators seeing if our units can survive working with fewer FTEs
- ☆ We need to reduce and limit mandatory call
- ☆ Extra Shift Incentives that help us meet our staffing plans for all job classes

Recruitment and Retention

- ☆ Competitive wages that recruit and retain
- ☆ FTE flexibility that retains coworkers
- ☆ Hero Bonus
- ☆ Fair shift premiums that value the toll that working evenings, nights and weekends takes on all of us no matter our job title

Safe Workplace

- ☆ Access to the PPE that makes us feel safe
- ☆ A safer ED with security and screening at all exterior entrances in the ED
- ☆ A commitment to invest in a real partnership for Equity, Diversity and Inclusion



"We are at a critical juncture. As healthcare workers, patient safety and advocacy is paramount. Working under the current conditions and staying silent is putting our licenses and patient care at risk, and threatening our ability to serve our mission. That is why if our employer does not settle a contract that puts patients and staff first, we will recommend a vote to strike." Katy Brehe, RN, TSICU, Delegate, Bargaining Team Member



Respect Us, Protect Us, Pay Us



“Chronic short-staffing brings harm to patients. Union members at Harborview always put patient safety and well-being first. We have spoken our truth at the bargaining table and in many actions but we have not been heard. Therefore, we are moving towards a strike vote because this is what we need to do to make sure our voices are heard.” Miranda Carruth, Social Work, Bargaining Team Member



“We made history at bargaining by telling management they have until October 27 to give us a contract we can ratify, or we will do a strike vote. In radiology we are a high-demand department, and we are splitting at the seams with patients and are hemorrhaging staff. Our voice needs to be heard. It makes me proud to have a strong union and stand united as we look forward to the actions it will take to get Harborview Administration to do what they need to do for us and patients.” Kim Nelson, Radiology, Delegate and Bargaining Team Member

If you have not had a conversation about why this is the next step, it is critical to talk to a bargaining team member or delegate as soon as possible. Management must see we are ready to do whatever we need to settle the contract our patients need. Our unity is our strength.

Are you a member of our union at Harborview Medical Center? In order to vote in a union election, you must be a dues-paying member of our union. Join us at joinseiu1199nw.org

