



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

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or we will move forward with a vote to authorize a strike.**

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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 Northwest Hospital history.



"Management still says no to any hero COVID bonuses while Washington State is offering up to \$2,400 retention bonuses. All we get are thank you emails, donated cookies, and free cokes. This shows where UW's priorities are."

**James Brown, Senior Maintenance Engineer,
Bargaining Team Member**



"This meeting went the same as all the others: management refuses to hear our proposals and instead offer us small incremental changes to proposals we have no interest in accepting. They don't understand the sacrifice we put into our jobs every day and continue to disrespect us with their lack of motion in negotiations. We hold patient care above all else, but we can't get our jobs done without the support we need from management. Because they refuse to move in our direction, we're preparing to go on strike. It's what our patients need, it's what the hospital needs, it's what we all need."

Alex Freeman-Smith, Lab Assistant, Bargaining Team Member



"Our goal is never to go on strike, but we will if we have to. We put management on notice today by informing them that they need to do better and stop giving us "NOs" to our proposals. We gave them dates that we will be voting for either a ratification or for a strike. The ball is now in management's corner."

**Kim Williams, CMA, Woodinville Primary Care,
Bargaining Team Member**



"We gave them five proposals in bargaining, and they gave us one. They have no interest in truly coming to the table and bargaining in good faith, so we need to make them, and that is why we are calling for the vote."

Patrick Cassidy, Radiology Tech, Bargaining Team Member



"We were disappointed to still have no response from UW to our proposals for CNA break relief and incentives, and no further response on our economic proposals, despite our move to take \$1 million out of our ask. We've repeatedly made moves to try and reach an understanding and deliver what you deserve and have worked so hard for, but the response we've received most often in return is "no." This week we gave multiple proposals and received just one in turn, despite other proposals sitting around that they've yet to counter. The culmination of these months of bargaining and mediation left us with no other choice but to let management know that between October 27 and November 10 we will be holding a vote, and whether we are voting to ratify a new contract or voting to strike rests on them settling this contract by bargaining in good faith."

Jessica Riddle, ITA Coordinator, Bargaining Team Member



"The virus is back and the frontline workers are there taking care of COVID patients while management is refusing to pay us what we deserve, and they are paying nurses double time and a lump sum. That is more discriminating and disrespectful than anything you can imagine. No recognition of our hard work and our care for our patients and community!"

TJ Drammeh, CNA, Medical, Bargaining Team Member

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

Safe Staffing

- ☆ We need to reduce and limit mandatory call
- ☆ Extra Shift Incentives that help us meet our staffing plans for all job classes
- ☆ We need CNAs break relief to make sure our CNAs are well rested to provide the best care to our patients

Recruitment and Retention

- ☆ Competitive wages that recruit and retain
- ☆ Hero Bonus that shows that we are appreciated and valued for the sacrifices we are all making
- ☆ Fair shift premiums that value the toll that working evenings, nights and weekends takes on all of us no matter our job title
- ☆ Float pay for our clinic workers who have to float from their clinic to other clinics

Safe Workplace

- ☆ Access to the PPE that makes us feel safe
- ☆ A commitment to invest in a real partnership for Equity, Diversity and Inclusion

Respect Us, Protect Us, Pay Us

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Our next steps

- 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 Northwest Hospital? In order to vote in a union election, you must be a dues-paying member of our union. Join us at <https://joinseiu1199nw.org/>



We're Ready To Take Action Knowing Our Rights

If we have to go on strike for a fair contract, our unity is key. We are taking a stand together for a fair contract. That means that we will all go out on strike together, and we will all return to work together.

Is striking considered patient abandonment?

No. When healthcare workers go on strike, we give the employer 10 days to prepare, and we give the specific date and time when we will be striking. It is UW Medicine's responsibility to ensure that if there are patients to be cared for at the time of the strike, it has a plan to care for them.

Management says we are public employees and can't strike. Can I get in trouble?

The historical record says management is wrong. In the past few years, we've seen strikes by a number of Washington public employee unions to move in unity to get the fair contracts they deserved. Management may try legal maneuvers to silence our collective voice, but we have the right to take collective action to improve conditions for us at work and for our patients. As long as we stick together, we can fight any retaliation by UW Medicine.

Do I need to talk to my manager if they bring up striking?

Management is not allowed to ask us about the collective actions we might be participating in. We are all short staffed and patients need us now more than ever. If your manager talks to you about striking, please remind them there are patients that could use their help and everyone would be best served by UW working with our bargaining team to secure a contract that addresses the staffing crisis.

What to do if a manager tries to intimidate me?

It is illegal and a violation of our contract for management to retaliate against us for participating in union activities. Please contact a bargaining team member, delegate or organizer immediately to document what happened so we can protect ourselves and file Unfair Labor Practice charges when our rights have been violated.



What to document

- ☒ Manager name, witnesses, time and location
- ☒ What was said, including references to discipline for taking part in an action, such as a march or a strike



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