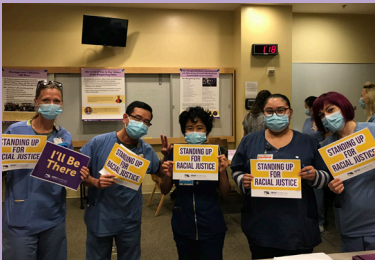
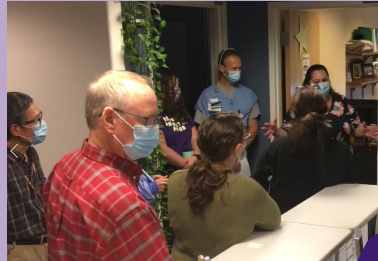




## We are Ready to Take Action for Our Patients and It Is Our Right and Responsibility to Do So

UW Medicine administration is not making the choices necessary to uphold the values of Harborview. It is up to us to make sure they do the right thing for our patients and for us. That's why we're taking action, and if they do not move quickly to bargain a contract that upholds our community values, we will be voting to authorize our bargaining team to call a strike if necessary.



### We won't let UW silence our voice

We mobilized to call on UW to stop illegal intimidation and retaliation against our protected rights to take action. Administrators and managers invested in the status quo will say anything to try to stop us from taking action to get what our patients need.

We know our unity and power has moved UW to make investments in patient care that they never intended to, had we not spoken up. Our fellow union members in Washington and Montana have proven time and again that when an employer loses their way, striking for patients and the community is a legal and important action to improve patient care.



"Our unity and support for each other is the best way to combat intimidation. People have been expressing concern about retaliation and this is unacceptable. UW Medicine wants to be the employer of choice. That means people can't feel intimidated when they're standing up for patient care." **Kimela Vigil, Mental Health Practitioner, Women's Clinic, Bargaining Team Member, Delegate**

## 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.



**Respect Us, Protect Us, Pay Us**

More questions answered on flip side!



# We're Ready To Take Action Knowing Our Rights (continued)

## 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



“Many of our managers stand with us and tell us UW is making the wrong decisions to fix staffing and change call practices. However, some of our managers are crossing the line and showing they are putting their careers above our patients, and they are willing to protect the status quo for their own gain. We’re letting all managers know — if you are breaking the law by harassing us and telling us we will be fired if we go on strike, you are saying you think the staffing levels and care we are providing is just fine. We won’t be intimidated by people who care more about their rise in UW than our patients’ safety.” Nike Jawando-Williams, IONM, OR, Bargaining Team Member, Executive Board Member



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