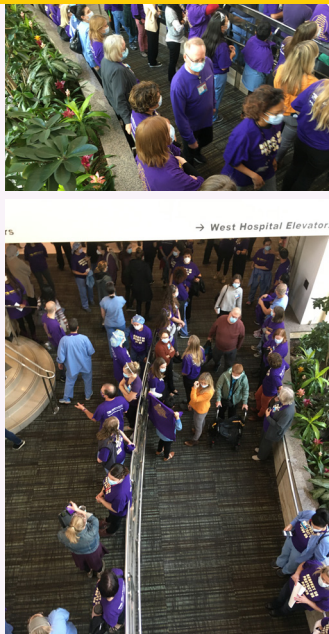


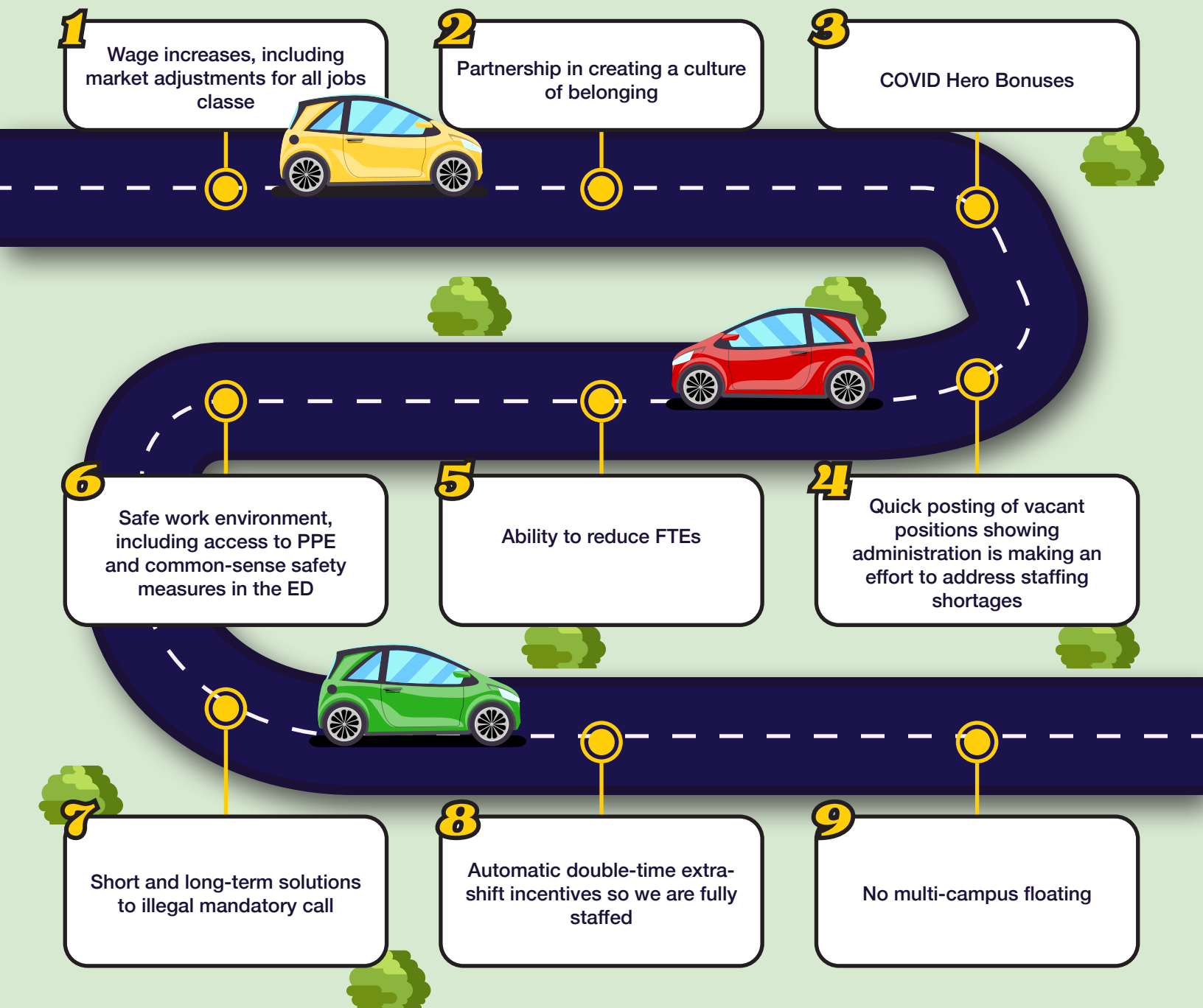
**WE'RE BRINGING SOLUTIONS FOR OUR PATIENTS.  
WILL UW MEDICINE?**



We're bringing solutions to the bargaining table NOW because our patients can't wait for UW Medicine to finally settle a contract that invests in their care. Short staffing is a crisis, impacting patient care and causing many valuable coworkers to leave Harborview. We are the experts in retention — we know why our coworkers leave and what it will take to keep more expertise from walking out the door. UW needs to stop refusing to solve these problems. We have been clear about our priority solutions; it's time for UW to take action to enact those solutions.



**ROADMAP TO RETENTION**







“Our bargaining team has come up with solid proposals to ensure safe staffing and safe working conditions. We have lost skilled talented staff due to burnout or to take lucrative offers at different institutions. It’s time for UW to rise to the occasion and take necessary steps to retain and recruit

staff to align with the mission values of HMC, which are safe staffing, safe patient care and adequate compensation for all our hard work before and during this chronic crisis we have faced the last two years!”

**Neeru Kaur, Respiratory Care Practitioner, Delegate, Bargaining Team Member**



“Administration can afford our proposals and in fact are making more money than normal, profiting from the pandemic and our short staffing. Executives love to tell us that they’re hard up for cash or we’re asking for things that are unreasonable.

Neither of those claims are true! UW needs to invest in patients by doing what we know will work to keep experienced people at Harborview and recruit the people we need in every department.”

**Jennifer Schofield, 2WH, Delegate Bargaining Team Member**

## PROFITING FROM OUR SHORT STAFFING

*\$10 million\* reasons why UW isn’t taking responsibility to address the staffing crisis*

It’s not an accident that Harborview’s profits continue to grow as we work shorter and shorter. While profits look good for administrators vying for bigger paychecks, we know there is a consequence. We see our coworkers leaving due to burnout and short

\*HMC Revenue and Expense Summary August 2021 and YTD FY 2022 reports a \$10,550,00 net income, which is a 5.4% profit margin

