

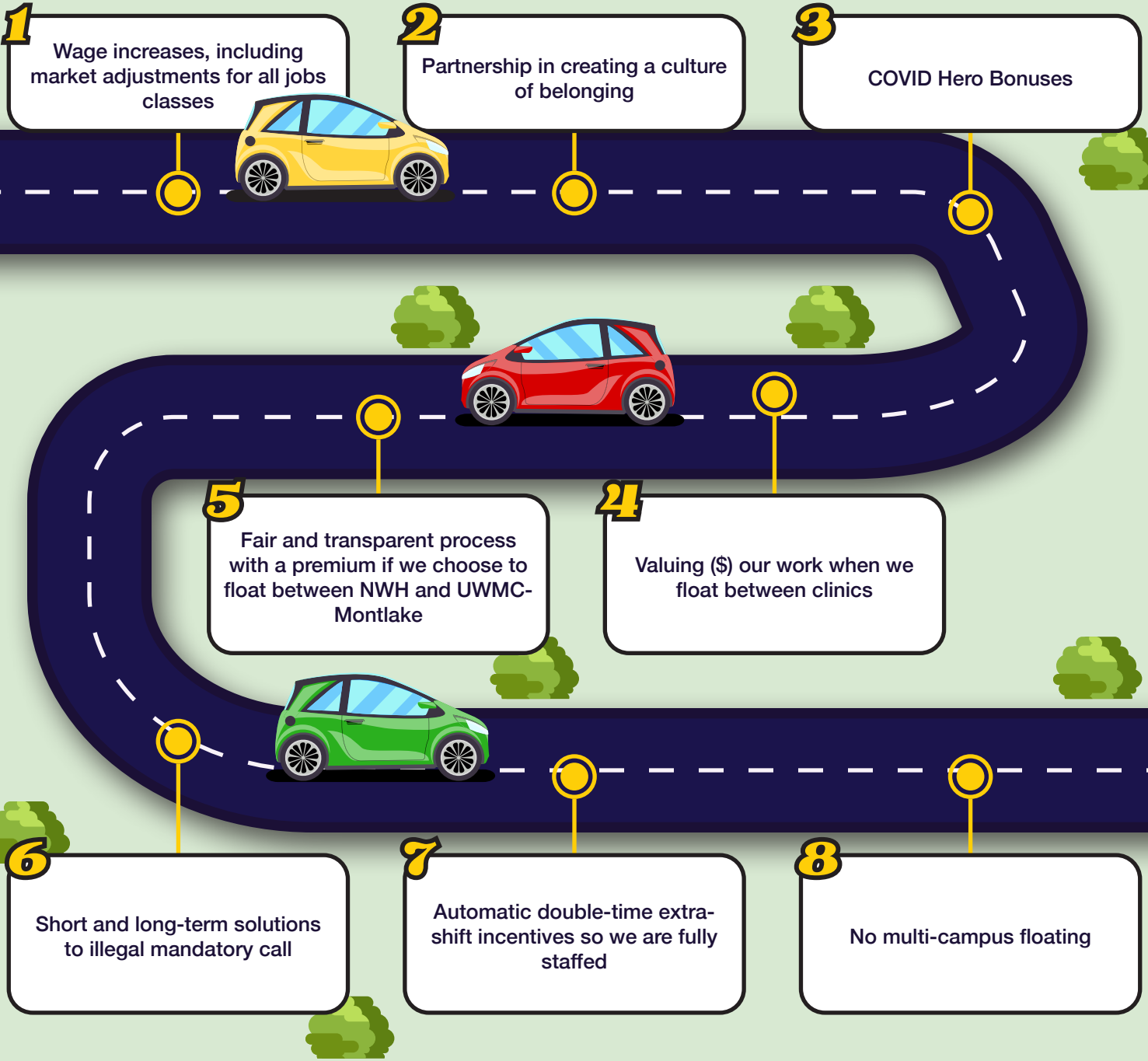


**WE'RE BRINGING SOLUTIONS FOR OUR PATIENTS.
WILL UW MEDICINE?**

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 UWMC-Northwest and Clinics. 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





"I have worked 14 years as a nurse assistant. We were champions for a year, but here in word only! Because I work directly with the COVID patients, I put myself and my life directly at the border of danger and I didn't want the dearest people in my life to be near me because of the danger of COVID. I have to work two places to be able to pay my mortgage and my tuition. We have worked with all our being, and with all our being we wished and expected to get the appreciation we deserved from management. We who have worked hard all days and nights have been ignored by management. I expect more from an organization like University of Washington to treat the employees better than other corporations and organizations!

I will achieve my rights with my coworkers and UW must do better or rest assured many will leave and that will be bad for our patients."

Golbanoo Ghavami, CNA, Float Pool



"Having better wages and differentials in our contract would allow me to pay my bills, and spend more time with my family, as opposed to having to work

literally every day to make ends meet. By UW not considering our wage proposals in bargaining sends the message to staff that we are not valued. Voting for a strike would tell the community that UW would prefer to close our hospitals versus respecting their staff! Voting for a strike is our last resort – we want an agreement that prioritizes recruitment and retention."

Jolene Washington, MA, Hepatology Clinic

PROFITING FROM SHORT STAFFING

It's not an accident that UWMC'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 staffing.

UWMC ended fiscal year 2021 with a substantial boost compared to the end of fiscal year 2020. Total profit margin, a measure of UWMC's overall profitability, was 4.3% compared to 0.1% in the prior year.

