

## We are Northwest Hospital

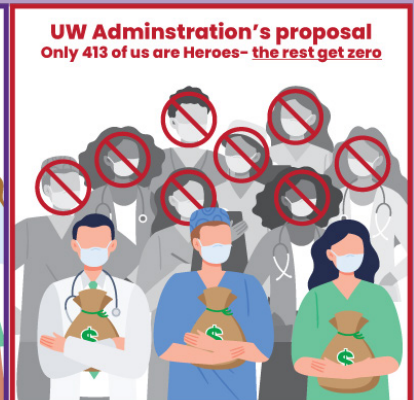
– united and taking and action for a contract that puts patients first.

We know that when we stick together we can win for our patients and ourselves. That's why we're taking action across UW Medicine – on every unit and shift here at Northwest and with 1199 members across the system. With unity breaks, unit petitions, community banners and meeting with Governor Jay Inslee and preparing for our strike vote, our message is clear:

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

UW Administration has moved on some key areas in our most recent bargaining- like market adjustments for everyone and removing the ghost steps in our wage scale- but we're disappointed that they still haven't brought a proposal that respects all caregivers. Rather than making sure all caregivers are recognized for caring for our community through the pandemic, UW Administration's proposals take us a different direction, without the improvements we need to:

- Call language to hold management accountable to the law
- Incentive shift pay like our coworkers at Harborview have
- A review of our credit for past experience to ensure we are compensated fairly
- A COVID Hero bonus for everyone – UW Administration is saying if you're not a Respiratory Therapist, an OR Tech, an Imaging Technologist or an MA, you're not worth a bonus.

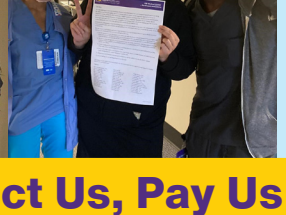
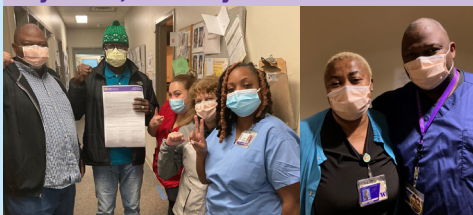
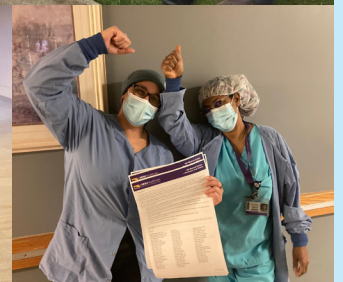


### UW Medicine can do better, UW Medicine must do better.

We've been clear for weeks – we're voting this month – either to ratify a contract that moves us forward or do authorize a strike. We don't want to, but we will if we have to. Its time for UW Medicine to stop playing games and bring the proposals we need.



Executive Vice President Jane Hopkins, Governor Jay Inslee, Ade Adeyemo and Genevieve Sanford



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





“I feel good to hear the news that the bargaining team has made progress with management, but it is really important that we remain united and are willing to take action until there is a bonus recognizing everyone.” -**Maria Racela, Food Service Worker, Food and Nutrition Services**



“I’ve told a few coworkers already what happened last week, and we are all feeling hopeful. It has been a rough 2 years. And the last few bargaining sessions have been rough. I was thinking going into Friday, it would be a waste of time, and we just needed to talk to more coworkers to get ready to strike, but with what they brought I’m feeling hopeful - but the COVID bonus is very important for us on my floor. We must remain united to win and continue organizing if we have to.” -**TJ Drammeh, CNA, 5th floor**



After many months of negotiations and feeling unheard, this significant movement by management feels great. I am cautiously optimistic that we can come to an agreement that includes a few remaining elements that we employees think are critical for retaining and recruiting staff, for working towards equity, and for the success of our hospital and clinics. Until then, we need to stay united and ready to take action so management knows we will see this to the end.  
-**Liv Brakstad, Pharmacist, Pharmacy**



Just this past week, management brought some more money. How did they get this cash? Many times in the past 3 months, our bargaining team has sincerely asked for fair, competitive and equitable wages for all job classes at NW Campus. They repeatedly replied, “No money talk.” But because of our unity and the power we have when we stick together, now they’ve brought more money to the table. When it comes to succeeding, some will succeed because they are destined to, but most succeed because they fight for what they want. To be able to achieve market rate adjustments, pay parity, across-the-board raises, fairness, COVID Hero Bonus, so that we can improve patient care, we still need to continue to fight for all the job classes left out, many of which are in our service contract. No one left behind! -**Giang Cao, Echo and Vascular Tech Lead, Echocardiography**



We met with Rep. Pedersen on Tuesday to share with him what’s happening at NWH, and ask for his help in winning a contract that will keep us working here. We’ve seen the devastating effects of short staffing- avoidable patient deaths, burn out, working for hours without a break, not seeing our families...The list goes on. I want to stay in this community because it’s where I and my family call home. But that’s becoming increasingly hard to do with what I’m being paid at UW. If administration doesn’t agree to our wage raise and covid bonus proposals by Oct. 27th, please join me in voting YES to a 1 day strike! -**Evan Gackstatter, Medical Assistant, Emergency Room**

**NEXT STEPS:**

Our next bargaining session is scheduled for **October 25th**. We have been clear with UW Administration – we want to meet, we want to bargain and we need a good contract.

Talk to your bargaining team member for more information:

|                                |                       |
|--------------------------------|-----------------------|
| Primary CareWoodinville Clinic | Kim Williams          |
| Sports Medicine Clinic         | Judy Sohl             |
| Hepatology clinic              | Jessica Hawtree       |
| Federal Way Clinic             | Jada Jefferson        |
| Radiology                      | Patrick Cassidy       |
| Ultrasound                     | Genevieve Sanford     |
| ADULT PSYCH                    | Jessica Riddle        |
| Surgical                       | Ademola Adeyemo (Ade) |
| Medical                        | Tijan Drammeh (TJ)    |
| Echocardiography               | Giang Cao             |
| Anesthesiology Surgery         | Rose Long             |
| Physical Therapy               | Faith Eastwood        |
| Pharmacy                       | Liv Brakstad          |
| Plant Engineering              | James Brown           |
| Care Management                | Shannon Cain          |
| Lab                            | Alex Freeman-Smith    |

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