



Our Actions are Holding UW Administrators Accountable

Our unity made them bring more money and meet our values

We're winning our values in key areas:

Tentative agreements

- ☆ **No multi-campus floating mediation**
- ☆ **Culture of Belonging**
 - A third-party facilitator to assist us with our journey of undoing racism at Harborview
- ☆ **APP Residency**
 - We secured an APP Residency to appropriately support new Providers to succeed at Harborview and meet our mission-driven culture.

We're making progress, but we're not done fighting for everyone

- ☆ **Extra Shift Incentive - Double Time**
 - We forced UW to offer double time shifts for many of us and each day we move them to make it more available. Administration only wanted to give some of us a small lump sum for extra shifts; because of our unity many of us have access to double time incentive shifts.
 - We have proposals on the table to make double time shifts offered in advance for all units and departments so we can preplan to plug staffing holes in the schedule while we work to ensure overall better staffing, recruitment, and retention.
- ☆ **Recruitment and Retention Bonuses**
 - \$5,000 bonus for RNs and Respiratory Care Practitioners*
 - \$3,000 bonus for many job classes in the Imaging Department*
 - We know it's not okay for management to only give some of us a bonus when we all have sacrificed to keep our community safe through COVID.
 - *Management proposed these retention amounts and they are tied to the following:
 - Only for staff who have not received recruitment bonus in last 24 months
 - Staff that commit to stay at Harborview for two years
 - Full repayment is required if you leave within two years.
- ☆ **Wages - Recruitment and Retention Increases for Everyone**
 - In July, UW made it clear they only value some of us 2% each year. Our unity moved them to invest in all of us so that every job class has a market adjustment.
 - We need retro pay, management is pocketing our money
- ☆ **Eliminating ghost steps**
 - We're in agreement on eliminating ghost steps for the Radiology pay table
 - We need management to eliminate ghost steps on the RN pay table so we all continue to make wage gains until we hit the top step

"We're winning the strongest contract in our careers because we all stand together. RNs have secured Double time incentives, large bonus proposals, automatic posting of FTEs and pathways to reduce our FTE because our coworkers are with us. We have also moved UW Administration to withdraw their proposal for multi-campus floating. We need to keep fighting until UW respects us all." Grace Yang, Radiology, Executive Board, Bargaining Team Member



"We're moving administration! Because all of our job classes remained unified and prepared to strike, we've been able to secure APP market adjustments and an APP residency! If we hadn't remained united thus far, no single job class would get the full contract wins we've achieved together. UW needs to know we're all still in this together until we all have the contract benefits we deserve. The pressure is on! Stay strong, stay tuned, stay ready!" Sonja Bring, APP, General Surgery, Bargaining Team Member

"We're fighting for retention for all job classes and across-the-board raises that are reasonable based on the rising cost of living. Management needs to value the work we've done during this pandemic, showing up for our community, by providing a COVID Relief Bonus. They need to make sure the Hero donations they received get to those who have been doing the work this entire time." Chrys Potuzak, Social Work, HATC, Bargaining Team Member, Executive Board Member



Respect Us, Protect Us, Pay Us

Our union proposal for wages that recruit and retain is aligned with the Harborview mission

Job Titles	Management: Two-Year Wage Proposal	Union: Two-Year Wage Proposal
CARDIAC SONOGRAPHER 1	9%	13%
CARDIAC SONOGRAPHER 2	9%	13%
CARDIAC SONOGRAPHER LEAD	9%	13%
DIAGNOSTIC MEDICAL SONOGRAPHER	9%	13%
DIAGNOSTIC MEDICAL SONOGRAPHER LEAD	9%	13%
DIAGNOSTIC MEDICAL SONOGRAPHER SPEC	9%	13%
IMAGING TECHNOLOGIST	9%	12%
IMAGING TECHNOLOGIST- ANGIOGRAPHY	9%	15%
IMAGING TECHNOLOGIST- COMP TOMO	9%	14%
IMAGING TECHNOLOGIST- LEAD	9%	12%
IMAGING TECHNOLOGIST- MAG RES IMAGING	9%	13%
IMAGING TECHNOLOGIST- MAMMO	9%	12%
IMAGING TECHNOLOGIST TRAINEE	11%	12%
IMAGING TECH - EDUCATION QUALITY ASSURANCE	9%	12%
NUCLEAR MEDICINE P.E.T. TECHNOLOGIST	6%	12%
NUCLEAR MED TECHNOLOGIST 1	6%	12%
NUCLEAR MED TECHNOLOGIST 2	6%	12%
NUCLEAR MED TECHNOLOGIST LEAD	6%	12%
VASCULAR SONOGRAPHER	9%	13%
VASCULAR SONOGRAPHER LEAD	9%	13%
DIETITIAN 1	6%	12%
DIETITIAN 2	6%	12%
SOCIAL WORK ASSISTANT 2	6%	12%
SOCIAL WORKER	6%	12%
PHYSICIAN ASSISTANT-ADVANCED REGISTERED NURSE PRACTITIONER	6%	12%
PHYSICIAN ASSISTANT-ADVANCED REGISTERED NURSE PRACTITIONER LEAD	6%	12%
ANESTHESIOLOGY TECHNICIAN 2	9%	12%
ANESTHESIOLOGY TECHNICIAN LEAD	9%	12%
ELECTRONEURODIAGNOSTIC TECHNOLOGIST 1	6%	12%
ELECTRONEURODIAGNOSTIC TECHNOLOGIST 2	6%	12%
ELECTRONEURODIAGNOSTIC TECHNOLOGIST 3	6%	12%
RESPIRATORY CARE ASSOCIATE	9%	12%
RESPIRATORY CARE LEAD	9%	12%
RESPIRATORY CARE PRACTITIONER	9%	12%
IMAGING TECHNOLOGIST SUPERVISOR	9%	12%
PHARMACY TECHNICIAN 1	9%	12%
PHARMACY TECHNICIAN 2	9%	12%
PHARMACY TECHNICIAN LEAD	9%	12%
FLIGHT NURSE	8%	12%
FLIGHT NURSE, SENIOR	8%	12%
REGISTERED NURSE 2 (Staff Nurse)	8%	12%
REGISTERED NURSE 3	8%	12%



“We are bargaining to preserve the Harborview we have devoted our careers to. With the consistent staffing challenges in Imaging and management’s abuse of mandatory call, I don’t understand how we can maintain a high enough standard to keep our Level 1 Trauma Center designation. Over 14 hours of bargaining yesterday, we continued to problem solve to try to get the contract we need and our patients need. Management is refusing to do what they need to do on wages, solving mandatory call, COVID relief, and Retention Bonuses. Our unity and standing up for each other have been successful in getting management to take multi-campus floating off the table but we need UW Administrators to do more to maintain high quality care and preserve expertise at Harborview.” Kim Nelson, CT Technologist, Delegate, Bargaining Team Member

But UW Medicine administration needs to do more...

UW isn’t above the law: Labor & Industries says HMC illegally assigning mandatory call

We’re being made to work mandatory overtime due to chronic short staffing, a problem Harborview created well before COVID. Instead of fixing the problem they created, they are actively continuing to violate the law and hold us captive at work. This is unsafe for our patients when we work dangerously long hours. Our trauma patients deserve an imaging department that is staffed and ready to care for them during their moment of need. That’s why UW needs to agree to our plan, including a commitment to following the law.

L&I finds that Harborview Medical Center has violated:

- ☑ **RCW 49.28.140(1) Penalty: \$1,000 + 105% = \$2,050**
 - ☑ **RCW 49.28.140(2) Penalty: \$1,000 + 105% = \$2,050**
- Total Penalty: = \$4,100**

RCW 49.28.140 Hours of health care facility employees—Mandatory overtime prohibited—Exceptions.

- (1) No employee of a health care facility may be required to work overtime. Attempts to compel or force employees to work overtime are contrary to public policy, and any such requirement contained in a contract, agreement, or understanding is void.
- (2) The acceptance by any employee of overtime is strictly voluntary, and the refusal of an employee to accept such overtime work is not grounds for discrimination, dismissal, discharge, or any other penalty, threat of reports for discipline, or employment decision adverse to the employee.

