



## **WE VOTED YES TO RATIFY OUR CONTRACT**

### **We aren't done fighting for a stronger Harborview**

We've led with our values in bargaining and secured the best agreement we've had in years. We've secured improvements, and we remain committed to continue the fight to win what is needed to fully meet the mission and for UW to show they value us and our sacrifices.

Now is the time for us to enforce our agreement, and ensure UW follows through on their commitments. Next steps include:

- ✓ Building our voice in our units
- ✓ Speaking up when we see management making changes without our input
- ✓ Contacting delegates when management violates the contract
- ✓ Acting in solidarity when our coworkers in other areas of the system are speaking up

We know if we keep growing our power, we can continue to improve patient care standards and our working conditions by taking action and utilizing forums like our Joint Labor Management committees.

"History shows this, it's a fact: it's always better to have and be united in a union than not. Our newly ratified contract is further proof of that. Thank you to the rest of our bargaining team for countless hours in complicated negotiations and settling this contract."



**Kimela Vigil, Social Work, Mental Health Practitioner, Delegate, Bargaining Team Member**



## **Our Elected Contract Bargaining Team Led Us All** - —

Angela Nguyen, RN, 4WH  
Chris Pearson, END, EEG  
Chris Thorn, Flight RN, ALNW  
Chrys Potuzak, Social Work, HATC  
Grace Yang, RN, Radiology Nursing  
Jenn Schofield, RN, NICU  
Joe Hufford, RN, Pioneer Sq. Clinic  
Katy Brehe, RN, TSICU  
Katy Lane, Dietitian  
Kim Nelson, CT, Radiology  
Kimela Vigil, Social Work, Women's Clinic

Kris Bauer, Flight RN, ALNW  
Lucas MacDonald, ARNP/PA, Family Medicine  
Lydia Kline, Flight RN, ALNW  
Melanie Arciaga, RN, 5EH  
Melissa White, General Diagnostic Sonographer  
Meni Tale, RN, 6MB  
Neeru Kaur, RT, Respiratory Therapy  
Nike Jawando-Williams, IONM, OR  
Nisay Mean, Pharmacy Tech, Pharmacy  
Olga Ramirez, RN, 3EH  
Pat Racioppo, RN, 7EH

Patrice O'Heren, Angio Tech, Radiology  
Rachel Aldridge, Dietitian  
Renee Bouah, RN, 5MB  
Sam Conley, RN, 3WH  
Sarah Matula, Flight RN, ALNW  
Sarah White Kimmerle, ARNP/PA  
Sonja Bring, ARNP/PA, General Surgery  
Tracy Mullen, RN, Emergency Department  
Zeynab Jama, RN, BPICU

# We are paving the way and setting new standards within UW and Western Washington

Our new contract is worth more than \$45 million, almost double what our community donated to the UW Medicine Healthcare Heroes Fund!

- No takeaways, including no multi-campus floating agreements, no low census, no changes to scheduling, no changes to our seniority accrual, and no limitations on our grievance and bargaining rights
- No job class was left behind
  - Market adjustments for every job class
  - Bonuses for every job class
- Commitments to improve staffing across the hospital, Airlift NW, and our clinics for all job classes
- Progress towards a Culture of Belonging through Equity, Diversity, and Inclusion strategies
- Recognition for our risks and sacrifices during COVID

## Wages that recruit and retain

We set out to reach pay parity in our jobs within UW Medicine and to raise our wages so we can recruit into open positions and keep as many of us in our jobs as possible in a competitive wage market.

**Everyone will be receiving anywhere from 6% to 11% wage increases throughout this two-year agreement.**

### **NEW** Retention Bonuses for every job class\*

- \$2,000 for all job classes
- +\$1,000 for Radiology job classes (\$3k total)
  - Imaging Techs
  - CT
  - Angio
  - MRI
  - Imaging Tech - Lead
  - Imaging Tech Supervisors
  - Diagnostic Medical Sonographers
- +\$3,000 for RNs and RTs (\$5k total)

\*Retention Bonuses are pro-rated by FTE

\*Must sign a two-year retention agreement

\*Full pay back if we leave within the two years, unless leaving due to medical reason, military deployment, or if transferring to another UW facility

\*Employees who received a sign-on bonus in last 12 months are not eligible for bonus

\*Within 60 days of ratification

### Appreciation Lump Sum Bonus\*:

- \$1,200 for everyone .6 FTE and above
- \$600 for below .6 FTE
- \$300 for all per diems

First-time lump sum for per diems!

\*Within 60 days of ratification

### **NEW** Elimination of all ghost steps on Pro/Tech wage scale

- This means we get an additional increase every year we are at Harborview and make the top wage sooner

### **NEW** Per Diem Imaging Techs will receive across the board increases and will be placed on wage steps in 2022

### Premium Increases:

- Standby pay increase
  - RNs: \$4.25/hr for all standby hours up to 30 in a pay period (increase of 50¢/hr) and \$6.25/hr (increase of \$2.50/hr) for all standby hours after 30 in a pay period
  - ProTech and END: \$4/hr for all standby hours up to 30 in a pay period (increase of 25¢/hr) and \$6/hr for all standby hours after 30 in a pay period (increase of \$2.25/hr)
    - On July 1, 2022: \$5/hr for 0 to 30 hours (increase of \$1.25/hr and \$7/hr over 30 hours (Increase of \$3.25/hr)
- Pharmacy Tech: \$4/hr for all standby hours (Increase of 25¢/hr)
- Imaging Supervisors: \$4/hr for all standby hours up to 30 in a pay period and \$6/hr for all standby hours after 30 in a pay period
- Charge RN premium increased to \$2.50 (Increase of 25¢/hr)
- Night shift differential RN and PA-ARNP increase to \$4.50 (increase of 50¢/hr)
- Float pool RN premium increased \$4.00 (increase of 25¢/hr)

**Highest standby pay in our union!**

### **NEW** Dietitian preceptor pay \$1.50

### **NEW** Speech Language Pathologist certification pay \$1.25

### **NEW** Speech Language Pathologist weekend pay \$2.50

### **NEW** \$4/hr ECMO premium for RNs and RTs

### **NEW** ALWN Float Pool premium \$4.00

### **NEW** ENDs eligible for Callback Pay when required to stay after their shift

### **NEW** When temporarily assigned to a higher position, we will get at least a 5% increase

Continued commitment to a free UPASS for all of us with a .5 FTE or greater





"Not having to float to UW Medical Center is a huge win! In addition, we were able to win some good, solid, long-lasting proposals on staffing. For example, we were able to get a Labor Management Committee specifically for Respiratory Therapists to talk about staffing in our department.

Also, I'm proud that we were able to get Clinical Specialists in the contract this time."

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



"We earned this contract together. We are stronger together, we should be proud our union recognizes, respects, and values ALL our work. Each and every one of our contributions makes us stronger. Our patients need us ALL, we need each other. Our culture of mutual respect and staying united has pushed UW more than

any one group could have done alone. We must stay united because it is not acceptable for UW to devalue any of our work and contributions to this institution."

**Katy Brehe, TSICU, RN, Delegate, Bargaining Team Member**

### **Improving staffing for all of our job classes**

We are guided by our commitment to safe patient care and we won new contract language to improve staffing

- NEW** Double Time Shift Incentive — a 100% increase when we pick up double time shifts
- Offered for every job class
  - For the next 60 days, when the schedule is short more than one person, all shifts but one will be offered at pre-scheduled double time
  - Per diems are eligible to pick up double time shifts during the 60 day period
  - During that time, our delegates and management will join together to create guidelines for posting double time shifts going forward

- NEW** Requirement to post vacated positions within 4 weeks of a colleague giving notice to keep in line with our staffing plans in every job class

- NEW** Temporary coverage for FMLA and parental leave

- NEW** Break Relief RNs on 4 West

- NEW** Respiratory Care Staffing Committee

- NEW** FTE reduction process

- Managers have to respond to FTE reduction request in 60 days and are required to make a good-faith effort to approve request
- If denied, we can request a meeting to discuss alternatives
- Requests will be tracked and reviewed in JLM



"We won stronger staffing standards. From including break RNs on 4WH, new committees to address staffing, double-time incentive for all of our jobs when we work short, to automatic posting of vacated positions, we moved UW to be more accountable to us, our patients and the community we serve."

**Angela Nguyen, 4WH, RN, Bargaining Team Member**

### **Enforcing the law around use of call and standby**

Improvements on reducing call and standby

- NEW** Monthly Call Committee to address the problem of excessive call
- NEW** Call Committee will create maximum hours of mandatory call
- NEW** Call Committee can make recommendations on call staffing and authorize call shift incentives
- NEW** Sharing of data on how often we are called in and why we are called in
- NEW** Four call rooms so those of us on call can rest between call backs, stocked with linens

## **OUR NEXT STEPS**

**Our fight for safe staffing isn't over - we're working with unions around the state to launch a statewide fight to hold hospitals accountable. Be on the lookout for next steps and your role to ensure every patient gets the care they deserve in every hospital!**



"I'm very pleased that the standby pay for many departments has increased. There are many job classes that take a large amount of call and this will help with motivating people to sign up. In addition, there will now be a committee specifically dedicated to establishing call guidelines."

**Nike Jawando-Williams, IONM, OR, Bargaining Team Member, Executive Board Member**

## **Advancing racial justice through Equity, Diversity, and Inclusion**

It will take all of us working together to achieve a culture of belonging at Harborview. Our new contract gives us processes to do this.

Non-discrimination article to address discrimination and sexual harassment

- Expands list of protected groups we are in that are protected from discrimination and harassment
- Definition of prohibited microaggressions

Strong Union voice on the EDI committee

- Independent facilitator to support our EDI committee
- Support to empower our EDI committee to lead the change needed at Harborview

**NEW** Juneteenth (June 19th) is now a paid holiday

**NEW** UW will directly pay for educational expenses upon request, eliminating barriers to advance our careers and use our education funds

**NEW** Credit for past experience

- Each of our new coworkers will be credited year-for-year credit for past experience, eliminating the potential for bias or discrimination when being placed on the wage scale



"Over at least the last four years management has put up increasing barriers between our members and our education funds. We had to put up a tenacious fight and we've learned that this has been affecting more and more departments, from Social Work, to Pharmacy Techs, to nurses, and on. This is not just about the funds themselves but access in an equitable way and getting management to see that access to continuing education funds is an equity issue."

**Chrys Potuzak, HATC Social Work, Executive Board Member, Delegate, Bargaining Team Member**

## **Commitments to our safety and well-being at work**

**NEW** Joint Labor Management process in the Emergency Department to address safety concerns and discuss solutions

**NEW** Stronger commitments to provide N95 masks and other PPE

**NEW** PPE Audits

**NEW** Commitment to COVID testing at work

**NEW** Time spent on leave without pay does not mean a break in service, which means it will not impact our seniority

**NEW** Expanded the number of paid time off days we can use during a family care emergency and when schools are closed due to public health emergencies

**NEW** De-escalation and Code Grey Trainings



"Getting levels built into our career ladder was the biggest reason behind the SLP team joining the union. For years we've lagged behind UW Montlake in access to career movement and salary increases. With this contract we finally have steps built into our ladder that allow us to be acknowledged and rewarded for our expertise and hard work."

**Andrea Renfro, Speech Language Pathologist, Bargaining Team Member**

## **A stronger and safer ALNW**

**NEW** Increase education fund access for Juneau-based RNs: \$450 flight reimbursement to attend education courses

Increased boot allowance of \$150

**NEW** Annual safety audits of all vendor aircraft in accordance with CAMTS requirements

**NEW** Float Flight RNs will receive \$4/hr premium

Reassignment premium will be paid when reassigned mid shift

**NEW** Protections for Juneau Flight RNs maxing out low census hours used in a rolling quarter due to aircraft out of service

Protected our jobs by extending MOU prohibiting use of Flight Medics

**NEW** CFRN certifications will be a new CAMTS requirement

- We won 24 months to obtain CFRN
- If we are currently receiving cert pay for CFRN, we will receive cert pay for 24 months while we work to get another certification
- The Employer will pay for us to obtain and maintain CFRN

## **Advancement in our careers and growing our professions**

**NEW** PA-ARNP Residency Pilot

Speech Language Pathologist members won \$250 increase in education funds

**NEW** Speech Language Pathologist will move from SLP 1 to SLP 2, and SLP 2 to SLP 3

**NEW** Having a Strong Union is our Power

- **NEW** NEO article that guarantees paid time for delegates to speak to new employees at their orientation, whether in person or virtually
- **NEW** Speech Language Pathologist Joint Labor Management Committee
- Speech Language Pathologists and Respiratory Care Specialists joined our union
- Increased number of paid bargaining team positions

## **OUR NEXT STEPS**

▶ The contract documents will be carefully reviewed, signed by both parties and distributed as both print and electronic copies when complete.

▶ We will be in touch over the coming weeks about next steps to implement our groundbreaking contract and establish our committees.

## Wage increases that achieve parity at UW Medicine

Job Titles	Upon Ratification *	On July 1, 2022	Total CBA Wage Increase
CARDIAC SONOGRAPHER 1	7%	2%	9%
CARDIAC SONOGRAPHER 2	7%	2%	9%
CARDIAC SONOGRAPHER LEAD	7%	2%	9%
DIAGNOSTIC MEDICAL SONOGRAPHER	7%	2%	9%
DIAGNOSTIC MEDICAL SONOGRAPHER LEAD	7%	2%	9%
DIAGNOSTIC MEDICAL SONOGRAPHER SPEC	7%	2%	9%
IMAGING TECHNOLOGIST	7%	2%	9%
IMAGING TECHNOLOGIST- ANGIOGRAPHY	7%	2%	9%
IMAGING TECHNOLOGIST- COMP TOMO	7%	2%	9%
IMAGING TECHNOLOGIST- LEAD	7%	2%	9%
IMAGING TECHNOLOGIST- MAG RES IMAGING	7%	2%	9%
IMAGING TECHNOLOGIST- MAMMO	7%	2%	9%
IMAGING TECHNOLOGIST TRAINEE	9%	2%	11%
IMAGING TECH – EDUCATION QUALITY ASSURANCE	7%	2%	9%
NUCLEAR MEDICINE P.E.T. TECHNOLOGIST	4%	2%	6%
NUCLEAR MED TECHNOLOGIST 1	4%	2%	6%
NUCLEAR MED TECHNOLOGIST 2	4%	2%	6%
NUCLEAR MED TECHNOLOGIST LEAD	4%	2%	6%
VASCULAR SONOGRAPHER	7%	2%	9%
VASCULAR SONOGRAPHER LEAD	7%	2%	9%
DIETITIAN 1	4%	2%	6%
DIETITIAN 2	4%	2%	6%
SOCIAL WORK ASSISTANT 2	4%	2%	6%
SOCIAL WORKER	4%	2%	6%
PHYSICIAN ASSISTANT-ADVANCED REGISTERED NURSE PRACTITIONER	4%	2%	6%
PHYSICIAN ASSISTANT-ADVANCED REGISTERED NURSE PRACTITIONER LEAD	4%	2%	6%
ANESTHESIOLOGY TECHNICIAN 2	7%	2%	9%
ANESTHESIOLOGY TECHNICIAN LEAD	7%	2%	9%
ELECTRONEURODIAGNOSTIC TECHNOLOGIST 1	4%	2%	6%
ELECTRONEURODIAGNOSTIC TECHNOLOGIST 2	4%	2%	6%
ELECTRONEURODIAGNOSTIC TECHNOLOGIST 3	4%	2%	6%
RESPIRATORY CARE ASSOCIATE	7%	2%	9%
RESPIRATORY CARE LEAD	7%	2%	9%
RESPIRATORY CARE PRACTITIONER	7%	2%	9%
IMAGING TECHNOLOGIST SUPERVISOR	7%	2%	9%
PHARMACY TECHNICIAN 1	7%	2%	9%
PHARMACY TECHNICIAN 2	7%	2%	9%
PHARMACY TECHNICIAN LEAD	7%	2%	9%
FLIGHT NURSE	6%	2%	8%
FLIGHT NURSE, SENIOR	6%	2%	8%
REGISTERED NURSE 2 (Staff Nurse)	6%	2%	8%
REGISTERED NURSE 3	6%	2%	8%

\* Takes effect in the first available pay period, no more than 45 days after ratification.