

# We're bargaining to uphold our rights and protect our patients

We know that each of our jobs is skilled, and that quality patient care demands safe staffing and respect. UW needs to value the work done to care for patients. We're bargaining the impacts of the Nurse Extenders and Healthcare Helpers roles that UW administration just announced. While we agree we need more staff, UW must listen to the expertise of those of us doing the work.



"We want the best for our patients and support additional resources for patient care. Many of us are burned out and it's important to recognize our efforts when we take on additional work to help care for our patients. UW needs to complete bargaining with us so we can ensure quality care, ensure safety of our patients and staff members, recognize and respect our contributions and protect our rights."

**Melanie Arciaga, RN, 5E,  
Executive Board Member**

## Our values

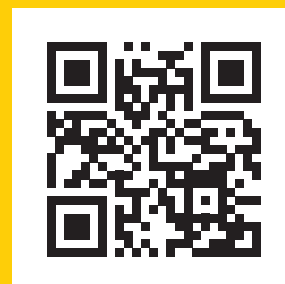
- We support extra help to care for our patients
- Any Healthcare Helper assignments including nurse extenders must be voluntary
- Nurse Extenders cannot have a patient assignment in addition to their role as an Extender
- Our efforts to care for our community need to be recognized financially
- Our contract must be followed—UW cannot ask us to waive our rights when volunteering to work extra
- Management needs to make it easy for us to sign up for double time shifts to meet our staffing plans. When there are two or more holes in the staffing plan, all open shifts but one must be offered at double time. If that is not happening in your unit, please contact a delegate or organizer to file a grievance.

## Enforcing our contract

Our contract is in full effect and now we need to hold management accountable to their agreements. If you believe our new contract is being violated, contact a delegate or organizer.

## Important timelines to hold UW Medicine accountable\*

- Our across-the-board wage increases will take effect on the first available pay period no later than 45 days after ratification
- Our Recruitment and Retention raises will take effect on the first available pay period no later than 45 days after ratification
- Lump sum and retention bonuses for those eligible will be paid within 60 days of ratification
- Double time extra shift incentive in effect right now for every job. We must demand UW post double time availability to we can pre-plan picking up extra shifts at double time to meet our patients' needs.
- Job Postings: all vacated positions must be posted within 4 weeks of a coworker giving notice. Look for jobs to be posted!



<https://1199nw.org/3GOAGqd>

\*For a full summary of changes, see our November 3 bulletin