

## We Fought for Our Contract: **We Need to Enforce It**

We had to fight harder than ever to secure a contract in the middle of pandemic. We led with our values, keeping patients and our community in mind as we forced UW to invest more in us than they ever intended to.

We all have a responsibility to know and enforce our rights. When UW Medicine or management doesn't follow our contract, it erodes our standards and hurts all of us. Now is the time to hold the administration accountable and make sure they are respecting our contract and fulfilling their obligations under the law.



"We've passed laws, like the breaks and overtime law, that are not followed—we're supposed to take breaks, we're assigned a break nurse, but that is taken away for staffing. The same happens with our contract—we fight hard to get what we need but it's not always followed. It's management's job to staff so we have breaks and follow our contract but it's up to us to fight for our rights." - **Manalebish Tale, RN, 6MB, Delegate**

### Enforcing our rights as the newest members of our union

Speech Pathologists joined our union last year, and we stood united for the first contract to win important professional standards. When UW Medicine failed to implement our contract correctly, we used our union voice to ensure our standards were upheld.

By staying united, we restored our ability to pick up shifts, won back holiday pay for everyone affected, guaranteed that we will be paid holiday pay like all our union coworkers, and corrected our pay increases.

"Going through this grievance was frustrating but crucial for the SLP team. As a result of it, we were able to get wins across the board and maintain fair practice for our workgroup around holiday pay and extra shifts."

- **Andrea Renfro, Speech Language Pathologist II**



### UW: Pay Us Promised Wages

We fought hard for years to win the wages, premiums, differentials, and certification pay in our contract. We are increasingly concerned that UW is not paying all of us for our time worked.

If you have been promised a double time shift only to not be paid double time, or are not receiving pay as promised in our contract, please reach out to a delegate or organizer immediately.

Refusing to pay promised wages is wage theft and we will fight to ensure we are compensated for what we earned.



"It feels like taking away double time for per diems until we work 40 hours in a week singles us out. And it's not fair to us to promise a pay rate and then take it away. We pick up shifts and fill in when other people can't work. Double time, especially for emergent or hard to fill shifts is an important incentive to help us feel like it's worthwhile to make the drive in to the hospital and upend our lives."

- **Su Barnes, Radiology**



**Our new contract is now available online.**

<https://1199nw.org/34APYAR>

**scan this qr with your phone camera  
to access the new Harborview contract**



## We're bargaining for incentive shifts that will staff our units: Management must do whatever is needed to staff our hospital safely and with respect for our work and our patients

Each of our jobs are critical to the wellbeing and care of our patients and we need UW to make the investments necessary to ensure we are fully staffed. Double time is one way we can quickly increase staffing, and we know that it works! Where management implemented double time incentive shifts utilizing the mutually agreed upon guidelines our units had better staffing. We're bargaining for double time guidelines for everyone, including per diems, that will help us to be staffed safely and compensated fairly when we work extra.

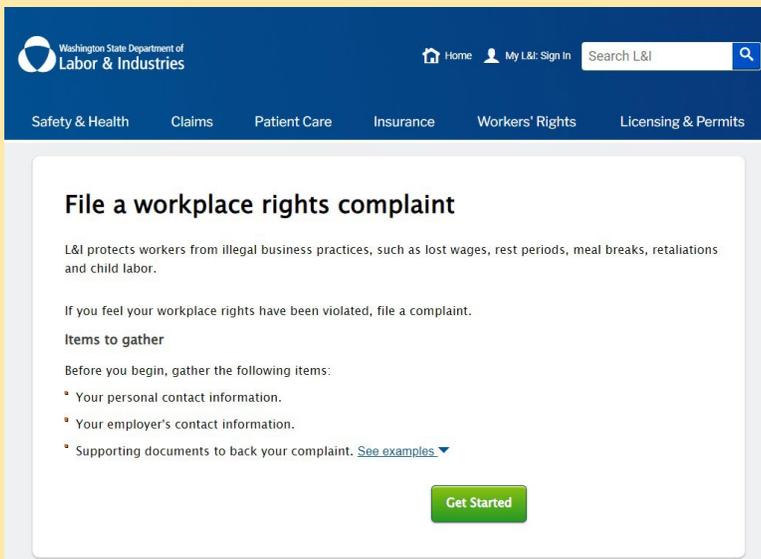
"In the pharmacy we have staffing shortages like every other department in the hospital. Management refusing to utilize double time in the pharmacy is an equity issue and double time would benefit the pharmacy. It would boost morale and give incentives to pick up extra shifts. Everyone wins."  
- Roland Clark, Pharmacy Tech 2, Delegate



## We're holding Harborview accountable: Our lawsuit on mandatory call and overtime moves forward

We know that the abuse of mandatory call and overtime is dangerous for patients and for staff. It is also leading to burnout and high turnover. Harborview continues to refuse to follow the law prohibiting mandatory call and overtime for certain jobs. We have attempted to bargain, taken part in action after action, and sued UW Medicine over their refusal to follow the law.

Now, after numerous attempts to get our lawsuit dismissed or narrowed, judges continue to rule with us. Our lawsuit is now set for a trial after court-ordered mediation. To ensure all violations of the law are documented and investigated by the regulating authority, if you are assigned mandatory call or overtime, file a report with the Department of Labor and Industries. (Select "RN or LPN nurse overtime rules were not followed" even if you are not an RN or LPN.)



scan the qr code  
with your phone camera  
or follow this link to file a report:  
<https://1199nw.org/3w40vQf>

## WE'RE NOT GIVING UP: Our fight to win safe staffing standards continues

We took our concerns for safe staffing from our hospitals all the way through the House of Representatives and into the Senate. We got a bill that sets safe staffing standards for RNs and NACs farther than any other state except California. We were close to passing some of the best break and mandatory overtime protections in our country.

We did this by listening to our collective voices and working with other Washington healthcare unions by:

- Sending thousands of emails to legislators
- Meeting with Representatives and Senators from our districts
- Wearing stickers and taking photos together to show our solidarity
- Thousands of us signing in in support of our bill ahead of legislative committees

However, the Washington State Hospital Association and a couple of small minded Senators have stopped progress on this bill.

Our patients and our community deserve safe care. Our legislative bargaining team is reviewing our options on how to continue our fight this year to win safe staffing standards and bring the community into the fight. Safe staffing can't wait. Our neighbors and family need to know this is about them and the level of care they are able get when they come to our hospitals.

Sign up to stay in the loop and to receive campaign updates:

[1199nw.org/updates](https://1199nw.org/updates)