



# **We're committed to a bargaining timeline that works for us and call on UW Leadership to communicate honestly and transparently**

We're calling on UW Leadership to send communications that are clear and honest representations of our work together. Lisa Brandenburg and CEOs of UW Medicine institutions sent all of us a message regarding our contract negotiations for 2023. Just as we saw in last contract bargaining, this all staff communication was misleading and is a trend that must stop. The email insinuates there is agreement to change how we are bargaining, and that is simply not true.



## **What is the October 1 deadline?**

The October 1 deadline is for items to be included in the Office of Financial Management budget (*often referred to as "the governor's budget."*) Some state agencies receive funds to directly pay for collective bargaining agreements; those agencies are required submit budget requests by October 1 to be included in the budget.

## **Why hasn't the October 1 deadline applied to us?**

We have not bargained with an October 1 deadline for multiple contracts now. This is because our hospitals are self-sustaining and our contracts have not been paid for directly using state dollars.

*Our union siblings in WFSE and SEIU 925 do have to abide by the October 1 deadline because they also represent campus workers, which do get funding from the state.*

## **Will we have to bargain for the October 1 deadline this year?**

We are committed to maintaining a bargaining timeline that works for us and that allows us to strategize to win what we need in the best contracts that our collective action can achieve. All of our contracts at Harborview, Northwest, and Airlift have language that say we don't start bargaining until next March 2023 which we are prepared to enforce.

We have had no conversations with UW regarding the notice and no decision has been made to bargain this summer.



"Some of you may have noticed the email management sent out saying we're starting bargaining soon. This is a disrespectful move that was meant to undercut our ability to bargain in good faith. By forcing us to negotiations early, they are trying to reduce our power to take collective action after our contract expires. We're simply not going to allow management to use a cheap stunt to take our power away."  
**- Alexandra Freeman-Smith Lab Assistant, Lab, Northwest Hospital and Clinics**



## What are our next steps:

We are taking steps to better understand UW's position. We are reaching out to the Office of Financial Management, the Attorney General, and requesting information from UW. We are in contact with WSNA as well in an effort to coordinate our response. Executive Board Members and Delegates are meeting to understand the facts and formulate a plan moving forward. As we learn more, we will keep everyone informed.



**Be ready to hear from your bargaining team members, Executive Board, and delegates to take collective action if needed to ensure our rights and power are protected.**

“For two years we’ve been on the front lines of the pandemic. If they try to force this through, we will fight for our patients, our dignity and our living standards. As we face another potential Covid wave and inflation makes things more expensive at home, we need safe staffing and cost of living adjusted wage increases.” - **Sarah V. White-Kimmerle, ARNP, Post Acute Care, Harborview Medical Center**

