

## Our strength in bargaining is how we stand up for ourselves and patients

Our bargaining teams sent a strong message to UW Medicine:  
We won't bargain our contracts under conditions that could weaken us

We're united in maintaining a strong voice for our patients and us. Our bargaining teams met and investigated UW's claim that we are required to bargain our contract this year by October 1 to be included in the Governor's budget. After a thorough investigation and careful consideration, our bargaining teams unanimously agreed we must decline to bargain our contract before October 1, 2022.

For over a decade we have bargained our contracts just before expiration, which means we have more tools to be able to speak up for the contract our community needs. We believe UW administration's action to try to compel us to bargain by October 1 is an attempt to weaken our voice and stop us from taking the actions we deem necessary to win a strong case.

What UW Medicine doesn't understand is that their attempts to divide us and weaken our unity haven't worked in the past and won't work now. We are prepared at any time necessary to take action to advance our standards in staffing and pay, enforce our agreements, and stand up for each other when we aren't being treated with respect and dignity.



"UW management asked us to come to the beginning table this summer. This move is not acceptable by us, our representatives. We've told them no; we will bargain next year when our contract expires. We, your bargaining team, have sent a letter to the management to let them know that this move is unacceptable to our members. Let's all stand united to create a safe working environment and protects our rights."

**- Ade Adeyemo, CNA, Northwest Hospital, Union Delegate and Executive Board Member**



"We consider the same facts and use the same sources but often come to different conclusions. We base our decisions on our values—we put patients and front line workers first. The governor's office, Office of Financial Management, and the Attorney General's office did not demand that UW Medicine bargain our new contract before the agreed upon timelines. By continuing to be strong, continue our plan to build our network and be ready for 2023, we are making the right strategic decision in the best interest of representing all of us and maximizing our power."

**- Miranda Carruth, Inpatient Social Work, Harborview Medical Center, Bargaining Team Member**



"The UW is asserting the OFM and AG's office requires us to settle our future contracts by October 1 starting this year and beyond. We contacted both and asked UW for more information. Verdict's in... UW is scared of NWH/clinics and HMC bargaining power. UW took a 1X free pandemic pool of money and strategically placed it our contracts to try and trigger the rule. We won't be fooled or intimidated by their shady tactics! Our contract expires 6/30/23 so we will begin bargaining next spring. Hold steady my friends."

**- Patrick Cassidy, Rad Technologist Reg, Northwest Hospital, Union Executive Board Member**



"Management pressuring us to bargain in October is disrespectful. We have always bargained in good faith with administration, and this goes against our agreed contract language. The bargaining team made the unanimous decision to bargain per contract."

**- Zeynab Jama, RN, Harborview Medical Center, Union Executive Board Member**

# Why we are united behind our bargaining teams

1. We have confirmed neither the Governor, Office of Financial Management, nor Attorney’s General directed UW to finish bargaining by the October 1 deadline. These are the relevant state agencies who would have had a voice in this decision other than UW management.
2. We can only speculate the real reason UW asserted we are held to the October 1 deadline. After investigating their claims, we can find no evidence to support their assertions.
3. UW benefits from taxpayers in a way most health systems do not. UW received millions of taxpayer dollars that were one-time funds that had no specific budget designation. While UW could apply those funds to any budget item, UW chose to apply one-time funds allocated in 2021 to labor costs in an effort to force our contracts into the Governor’s budget. Additionally, UW benefits from tax dollars that pay for existing and new infrastructure at Harborview, federal funds for COVID, and took donated funds from our community that were infamously raised on the behalf of healthcare workers only to be spent elsewhere.
4. Despite what UW may say in the coming days, we will still be eligible for raises, just as we have been over the last several contracts when we were not included in the Governor’s budget. UW Medicine facilities are self-sustaining and can afford to invest in us without asking taxpayers for resources they already receive. Even if we were to bargain by October 1, 2022, we would still be bargaining for raises that start July 1, 2023. By bargaining on our normal timeline, we will not be sacrificing any wage increases.
5. We have had no conversations with UW regarding the notice and no decision has been made to bargain this summer. It is unacceptable that UW communicated to all of us a message that would lead any of us to believe something this untrue. We know we will have disagreements at times, but we expect the UW not to misrepresent facts about and to us.

Let’s all stand united and show the UW that we are ready to fight for respect for all of us, our patients and our families.



**SEIUHealthcare.**  
United for Quality Care

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On April 5, 2022, you sent our union, SEIU Healthcare 1199NW, notice asserting that our Harborview Medical Center/Airlift NW and UWMC-Northwest and Clinics successor collective bargaining agreements for 2023-2025 would need to be submitted to OFM no later than October 1, 2022 under RCW 41.80.010. You further assert that state funding will be required to fund our collective bargaining agreements going forward.

The University has not provided sufficient support for its assertion that bargaining by October 1, 2022 is legally required in any way. We view the Employer’s attempt to force us to engage in early bargaining as coercive and undermining our collective bargaining relationship and past practice.

Therefore, we do not agree that our Harborview Medical Center/Airlift NW and UWMC-Northwest and Clinics CBA successor agreements will need to be held to the RCW 41.80.010 standard and will proceed with negotiations in the timeline established in our past practice by sending you a notice of our intent to bargain a successor agreement and in accordance with our MOU: Negotiations for the 2023-2025 Agreement.

We look forward to successful negotiations in the spring of 2023 for our 2023-2025 successor collective bargaining agreements.

Sincerely,  
The SEIU Healthcare 1199NW Executive Board and Bargaining Teams  
Representing Harborview Medical Center, UWMC-Northwest and Clinics, and Airlift NW

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