



UW: Fix Staffing Now!

Our collective actions across UW this week and our proposals at the bargaining table sent the message loud and clear to management that they must fix staffing now. Our proposals aim to recruit new coworkers and retain our expertise to stop the hemorrhaging of staff. UW needs to follow our lead, so we can be competitive because our community relies on us to be staffed with experienced caregivers. Area hospitals are showing they are ready to do what it takes to recruit and retain, and UW must catch up if we are to continue to be a top place to receive care in our community. Let’s continue our actions to show management our commitment to fight for our patients and our families.



“We are all here for patient care and patient safety, likewise with the management team. The past three years we have seen an unprecedented number of patients coming into the emergency room. We are still living with the trauma of the pandemic. Sometimes we need to put patients in the hallways. We need staff. Our proposal to have a minimum dollar amount instead of just a percentage increase makes sure that we all get good raises to allow us all to do what we want to do – patient care.” - **Tijan Drammeh, CNA, Medical, UWMC-Northwest**

“I’ve been nursing at Harborview for 41 years. I really value what we do for our community, I love being a nurse, I love taking care of patients. ATBs that include both the percentage and the dollar amounts demonstrate racial justice and equity. I know that is in alignment with our UW administration and our union. An employer that wants to be an employer of choice will partner with us on this proposal. We need a contract that demonstrates abundance and lifts everyone up so that we can walk our accolades and lead the way.” - **Lori Davis, RN, 2EH, Harborview Medical Center**



Our Proposals to Recruit and Retain

Wages	
August 1, 2022: 5% minimum interim wage increases for all jobs that have not already received a recruitment and retention increase	<i>*Our bargaining team is using a Racial Justice Lens to ensure none of us are left behind. We know that when our raises are only in percentages, the impact on our wages is not the same, and over time that leaves some of us behind. A combination of percents and minimum dollar amount increases ensures we’re lifting up everyone and all moving forward.</i>
July 1, 2023: 15% across the board increase, with minimum \$5.75/hr wage increase	
July 1, 2024: 8% across the board increase, with minimum \$2.25/hr wage increase	
Differentials and Premiums to include per diems and to achieve parity at the highest standard in our contracts	
Night shift: \$6.00/hr	*Increase for all
Evening shift: \$3.50/hr	*Increase for all
Weekend: \$4.00/hr	*Parity for everyone with the HMC RN and PA-ARNP premium
Lead: \$2.00/hr	*Increase for NW service contract
Preceptor: \$2.00/hr	*Increase for all <i>*New Language* Any and all employees who are assigned as a preceptor or who is training someone under any circumstances will receive the precepting premium.</i>
Standby: \$5.00/hr for first 30 hours in a pay period \$7.00/hr for hours over 30 in a pay period	*Increase for NW Pro/Tech and NW Service; HMC RN, HMC ARNP, HMC Imaging Tech Supervisors and HMC Pharmacy Techs
Float: \$4.00/hr	*Increase for all to HMC float pool pay <i>*New Language* Any and all employees who are floated from their home clinic, unit, department, or a part of a dedicated float team will receive the float premium for all hours while floating.</i>
Charge Nurse: \$2.50/hr	*Parity for HMC per diem
Ghost Steps: eliminate all non-monetary steps at Harborview and Airlift NW	*Eliminates ghost steps for last two pay tables in our contracts with ghost steps, HMC RN and Pro/Tech
Double time: incentivize every empty shift	*Doubletime at posting of schedule for all unfilled shifts for all job classes and doubletime offered to fill vacant shifts on short notice due to sick calls, etc.
Call in Pay: double-time for any employee called in from a prescheduled standby shift	



continued
on flip
side



Our elected bargaining team



UWMC-Northwest Bargaining Team		
Ade Adeyemo, Surgical	John Walker, Security	Patrick Cassidy, Radiology
Alex Freeman-Smith, Lab	James Brown, Plant Operations	Sayad Iqbal, Security
Carmen Oren, Meridian Women’s Health	Judy Sohl, The Sports Medicine Clinic	Shannon Cain, Care Management
Genevieve Sanford, Ultrasound	Kim Williams, Woodinville Clinic	Tijan Drammeh, Medical
Jessica Hawtree, Hepatology Clinic	Modou Sowe, 2 East	
Jessica Riddle, Adult Psyche Unit	Mork, Therapies	
Harborview Medical Center and Airlift NW Bargaining Team		
Angela Swindle, Angio Technologist	Kimela Vigil, Social Work	Patrice O'Heren, Angio Technologist
Chris Pearson, END (EEG) Technologist	Kris Bauer, RN ALNW	Roland Clark, Pharmacy Technician
Chrys Potuzak, Social Work	Lori Davis, RN	Sam Conley, RN
Diana King, RN	Lydia Kline, RN ALNW	Sara DeRosier, RN
Erin Welsh, RN	Melanie Arciaga, RN	Sarah Matula, RN ALNW
Grace Yang, RN	Meni Tale, RN	Sarah White Kimmerle, ARNP
Jenn Schofield, RN	Meredith Boenish, RN	Todd Christenson, CT Technologist
Joe Hufford, RN	Miranda Carruth, Social Work	Zeynab Jama, RN
Katy Lane, Dietitian	Neeru Kaur, Respiratory Care Practitioner	
Kim Nelson, CT Technologist	Olga Ramirez, RN	

Next steps

- ✔ We are back at the bargaining table next Thursday, September 8.
- ✔ Stay tuned and stay updated at our campaign website, respectuwcaregivers.org

BARGAINING EDITION!

FIRESIDE CHAT

FRIDAY, 9/2 & 9/9

1700 - 1800ish

Drop-in style. Get your questions answered with *NWH, HMC and clinics* bargaining team members and (most importantly) tell us what you think!

Zoom Mtg ID: 838 1527 2430 * <https://bit.ly/3q2xKzc>



respectuwcaregivers.org