



## We're Hopeful for the Future of Healthcare

Management told us this week that they recognize that their counter to our initial bargaining proposals needs to exceed what they had initially planned. They said they didn't yet have a reply to our initial proposals because they needed to seek approval for additional funds. We remain hopeful that they will do what it takes for recruitment and retention.

The pandemic has exacerbated the staffing crisis to a breaking point. Experienced employees have burned out and left healthcare, and new people won't come to work with us because the pay is not attracting them. That's why there are 522 travelers among us who are paid double and triple what we are, while we, who are dedicated to this community, orient and supervise them. We need immediate interim raises for every one of us, and then we need to shift the resources from the traveler contracts to our contracts. The raises that we are proposing will keep us here, and they will recruit new people to work with us. We need to build a better future for healthcare, and every day, coworkers are deciding whether or not they will be a part of that future. Time is running out to ensure they stay with us.



"We are hopeful that management is taking in the current climate with economic reopeners at several hospitals in our community. We know that it is important that they make sure there's something for everyone in our union. And we continue to fight for that. We also are hopeful that they are serious about creating competitive wages for our staff that will help to retain our most experience workers and entice new workers committed to the mission of the hospital and our patients. With Swedish having just settled their most recent negotiations, and beginning to vote on those adjustments in wages and other economic benefits, we hope that UW management is ready to step up and offer us what we deserve and prevent the continued hemorrhaging of employees to local hospitals like Swedish. It is hurting our ability to provide excellent care to our community's most vulnerable in their time of medical need. We know our value to the community and the expertise that we provide to the most challenging of cases in our community. It's time for UW to demonstrate they are aware of our value as well."

**-Chrys Potuzak, Social Worker, Harborview Medical Center**



"Management clearly had a low-ball offer in mind to begin with, but recognized that it was not going to be enough. So they made a step that usually happens at the end of bargaining where they go and talk to whoever they need to talk to to get more money, and they told us to wait while those conversations happen. That suggests to me that this will be over swiftly. This tells me that our dedication to the public in this unprecedented time in healthcare could be recognized more than it ever has been before. We have deserved this forever, but it has never been forthcoming, and now hopefully it will be. Be prepared to join your coworkers to let management know how important this is. Ask a bargaining team member what the next steps are."

**- Judy Sohl, C-MA, The Sports Medicine Clinic, UWMC-Northwest**

## Frequently Asked Questions:

### What are we negotiating this time around?

We are negotiating interim wage increases in our current 2021-2023 contract and negotiating economic provisions for our 2023-2025 contract. It's an opportunity to bargain economic increases in our contract, such as wages, premiums, differentials, and incentive pay to meet our needs now and to bring our wages up. Any contract provision attached to dollars is up for negotiation.

### How is an economic reopener different from regular contract negotiations?

Under a reopener, we would not be negotiating elements of our contract that are not attached to economics. That means we will not be negotiating provisions such as New Employee Orientation language, holidays, discipline and grievance procedures, and others.

### How will an economic reopener help with our ongoing staffing crisis?

We know our coworkers have left for higher-paying jobs in other healthcare systems. In order to have consistent staffing in our departments, UW needs to be competitive in wages and provide an economic package that will recruit, retain and safely staff our hospitals and clinics.

### How can I get involved in bargaining?

There is a role for everyone to play, and we need strong teams in every department. The most important step to take is to sign a union membership card and encourage our coworkers to do the same. Talk to a delegate or your organizer to share your ideas and learn more about how you and your coworkers can contribute to winning the best agreement possible.

**For the full  
FAQs, visit:**



[respectuwcaregivers.org](https://respectuwcaregivers.org)



# We have protections for our pay when we contract COVID

In last week's Fireside Chat, it became clear that UW could be trying to skirt around their obligation to pay administrative leave when we test positive for COVID-19. It is impossible to ascertain with 100% certainty where one could have caught the virus. Below is our COVID MOU with full language on Administrative Leave. It is important to note that we must file for workers compensation within 48 hours of testing positive in order to qualify.

### Administrative Leave

- a. If an employee is not permitted to work due to exposure of COVID-19 during the course of their work, and they test positive for COVID-19, they will be paid administrative leave for the entirety of their absence. The leave will not be charged against the employee's paid time off balance.
- b. If an asymptomatic employee is not permitted to work due to exposure of COVID-19 during the course of their work, and they test negative for COVID-19, they will be paid administrative leave through the testing period.

The exposed employee is required to follow work restrictions and follow-up procedures, including filing a Workers Compensation claim within 48 hours of receiving a positive test, as instructed. The Employer will make a good faith effort to communicate the requirement to file for Workers Compensation to employees who test positive. Assistance in filling a Workers Compensation claim will be provided by the Employer upon request. If the employee fails to follow the procedures as directed, the employee may become ineligible for the paid administrative leave. Workers' Compensation policies and provisions may govern the employee's pay status, but at no time shall the employee's compensation and benefits be decreased as a result contracting the virus through their work. If a position's duties can be accomplished from home, the employee will be allowed to telework during a period of self-isolation.

## Our elected bargaining team



UWMC-Northwest Bargaining Team		
Ade Adeyemo, Surgical	Jessica Riddle, Adult Psyche Unit	Patrick Cassidy, Radiology
Alex Freeman-Smith, Lab	John Walker, Security	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
James Brown, Plant Operations	Modou Sowe, 2 East	
Jessica Hawtree, Hepatology Clinic	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 Wednesday, September 14!
- ✔ Stay tuned and stay updated at our campaign website, [respectuwcaregivers.org](https://respectuwcaregivers.org)



[respectuwcaregivers.org](https://respectuwcaregivers.org)

### BARGAINING EDITION!

## FIRESIDE CHAT

FRIDAY, 9/9, 9/16 & 9/23  
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!



[1199nw.org/3RzIYIQ](https://1199nw.org/3RzIYIQ)