



UW: Leaving some of us behind will not fix staffing

We provide healthcare that no one else provides, often for people who have nowhere else to access care. It is unacceptable that UW Medicine has run our institutions short staffed for so long and dug us into a hole where they cannot hire or keep staff. Spending millions of dollars to fill the gaps with travelers neither staffs our hospitals safely nor is it a practice that represents good stewardship of public funds and our public institutions.

All of our jobs are essential and UW Medicine needs to be supporting our critical institutions, not falling behind.

UW Administration Proposal September 22, 2022

- 2%-10% for select job classes
*See list breakdown below
- 4% for all within 90 days of ratification
- 8% for all July 1, 2023
- 3% for all July 1, 2024
- Standby pay: \$7/hour

Cumulative 15%-25% in base wage increases between 8/1/22 and 7/1/24

Harborview Medical Center Job Classes	Already agreed to, effective 8/1/22
Flight Nurse	5%
Flight Nurse, Senior	5%
Electroneurodiagnostic Technologist 1	5%
Electroneurodiagnostic Technologist 2	5%
Electroneurodiagnostic Technologist 3	5%
Pharmacy Technician 1	5%
Pharmacy Technician 2	5%
Pharmacy Technician Lead	5%
Registered Nurse 2	5%
Registered Nurse 3	5%
Social Worker	5%

UWMC-Northwest Job Classes	Already agreed to, effective 8/1/22	Proposed effective 11/16/22	Proposed effective 7/1/23
Advanced Cardiac Technologist Lead	2%		
Advanced Cardiac Technologist 2	2%		
Cert Nursing Asst 4	4%		
Float Cert Nursing Asst 4	4%		
Instrument Tech 5	5%		
Instrument Tech Lead 5	5%		
Medical Assistant - Certified 5	5%		
Medical Assistant - Certified Lead 5	5%		
Medical Assistant Apprentice 5	5%		
Medical Asst - Reg 5	5%		
Operating Room Tech Cert 5	5%		
OSC Resource Coordinator 5	5%		
Pharmacy Purchasing Tech 5	5%		
Pharmacy Technician 5	5%		
Pharmacy Technician Lead 5	5%		

“The number one thing UW Medicine can do for patient safety is settle a contract that pays its workers competitive wages but also what we deserve. It is undisputed in research that short staffing is associated with worse patient outcomes, increased mortality, falls, hospital acquired infections. We all need to speak up. That is unacceptable, it is unsafe. We do not have to settle for less and neither do our patients. In our multidisciplinary union we have the power to set the standard for the University of Washington and our community. At the core this is about patient advocacy. Stand with me and the bargaining team, and our patients to speak up.” - **Katy Brehe, RN, Harborview**



UWMC-Northwest Job Classes	Already agreed to, effective 8/1/22	Proposed effective 11/16/22	Proposed effective 7/1/23
Social Worker, Senior 5	5%		
Surg Svcs Resource Tech 5	5%		
LPN		6%	
LPN Lead		6%	
Medical Technologist			7%
Med Tech Lead			7%
Maintenance Engineer		5%	5%
Sr Maintenance Engineer		5%	5%
Maintenance Engineer Lead		5%	5%
Ther Recr Splst Cert		6%	
Echo and Vasc Tech Lead		6%	
Echocardiographer		6%	
Lab Assistant			7%
Lab Assistant Lead			7%
Medical Lab Technician 7			7%

Our Bargaining Goal:
Recruitment and Retention

Our Values:
Increases for Everyone
Centering Racial Justice and Equity



“We are all on the same team but some members of our team weren’t included in the first 5% that management offered. All of us work together to provide care. In my department, we lost staff with over 30 years of experience just over the summer. When Speech Pathologists see patients, we try to do an evaluation as fast as we can but when we don’t have enough staff, we can’t see them quickly – this affects the quality of their care and their quality of life as well as how quickly they can be discharged. It’s in everybody’s best interests to make sure that we’re able recruit and retain in our department and all of our departments.” - **Erika Hutchison, SLP 2, Harborview**

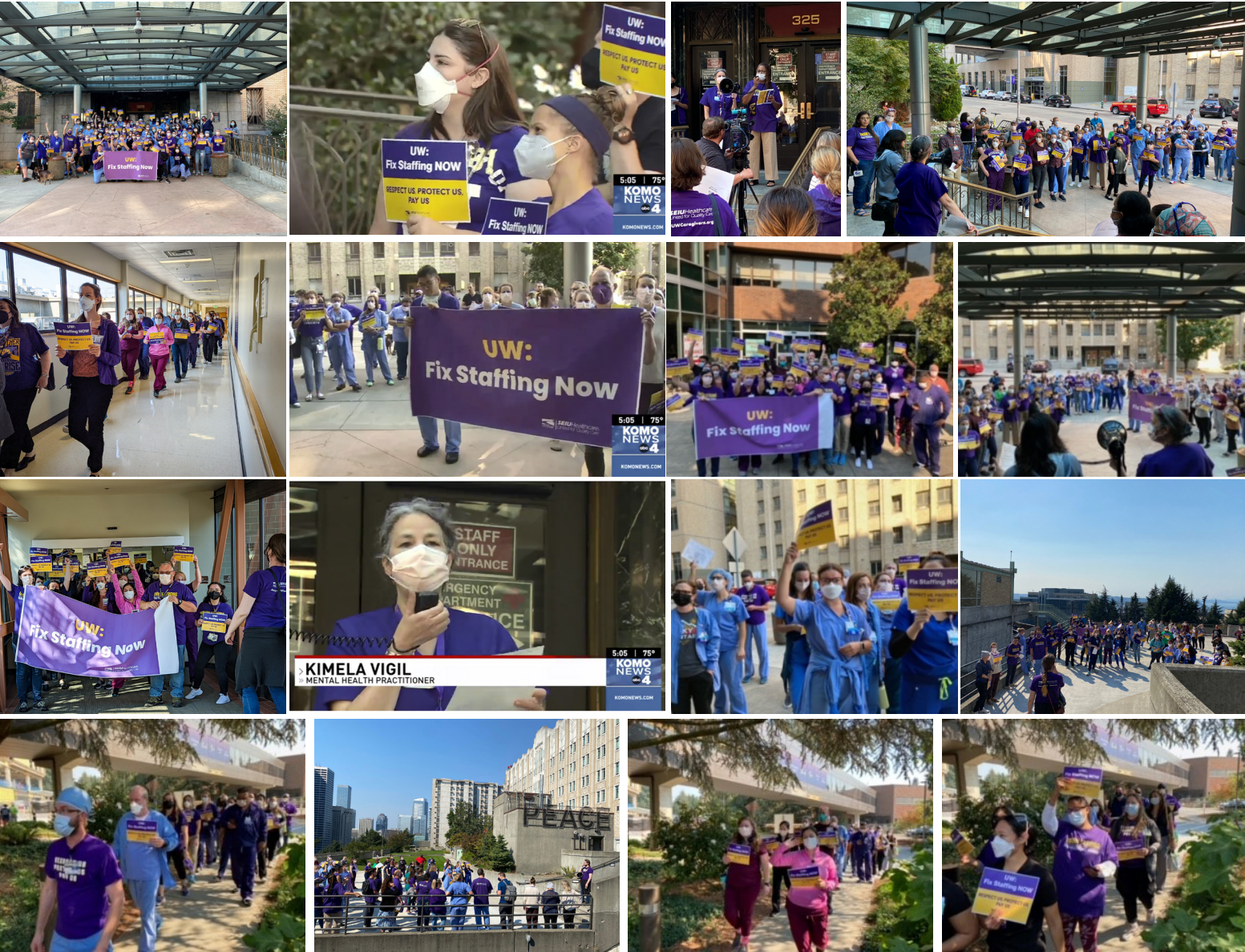


“Administration needs to stop thinking of many of our jobs such as EVS, food and nutrition, front desk positions, care coordinators as separate from healthcare workers. We are healthcare workers. We were exposed to COVID in just the same way. I want you to think back to the beginning of the pandemic when EVS workers were told that they can’t wear masks, so they walked out. HR employees had to clean rooms. That’s how important we all are. We are critically short staffed. UW Medicine needs to show us that they value us and respect us in actions, not just in words.” - **Jessica Hawtree, PSR, UWMC-Northwest**



"I started working at Harborview as a new grad 20 years ago and I wanted to serve our patient population, especially being an immigrant myself. At Harborview and at NWH, we serve people who disproportionately experience homelessness and addiction and at HMC we're the Level 1 trauma center for four states. To keep the excellence and expertise we need to serve our patient population, UW needs to invest in us. By not funding our hospitals, UW Medicine is telling our community that our patient population does not deserve the care that more privileged members of the community do." - **Neeru Kaur, Respiratory Care Practitioner, Harborview**

Our actions are moving UW administration!



BARGAINING EDITION!

FIRESIDE CHAT

FRIDAY, 9/23 & 9/30 (5-6PM)

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

<https://1199nw.org/3RzYlQ>

Next Bargaining Sessions:
Monday, September 26 and Tuesday, September 27

We won better healthcare premiums by unifying with state employee union members across the state!

As state employees, we have a voice in our healthcare benefits by bargaining them in coalition with the Public Employees Benefits Board (PEBB). This year, our own union President, Jane Hopkins, led a coalition representing over 100,000 union state employees to win the most significant improvement to our healthcare benefits in years. Here are the highlights of our new agreement:

- ★ Premiums will decrease for all state employees for all healthcare plans and for all tiers of coverage starting in 2024
- ★ Maintain 85% of healthcare premiums paid for by UW
- ★ Increased the salary threshold to \$60,000 eligibility to receive the Financial Savings Account allotment of \$250/year



"We made significant progress for all state employees' healthcare because our bargaining team moved the state to adopt our values. The state originally wanted to increase premiums and take away the FSA. I shared my own story -- I use the FSA and it helps cover the gap between prescription costs and other copays -- \$250 might not mean much to someone who makes a lot of money but to someone who doesn't it is the difference between food and rent. By explaining our reality, we moved them to instead expand access to the FSA and won on a commitment to raise awareness for this excellent benefit. They were willing listen to what we needed for ourselves and our coworkers and put themselves in our shoes. The strength of all us bargaining together and leading with integrity made gains for everyone." - **Alexandra Freeman-Smith, Lab Assistant and Phlebotomist, UWMC-Northwest**