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**UW Medical Center –
Northwest and Clinics
and Harborview Medical Center**
October 7, 2022

We ratified new wage increases and our 2023–2025 contract!



A supermajority of us voted YES and overwhelmingly ratified the largest economic package we have ever won at Harborview Medical Center and UWMC-Northwest and Clinics.



“This is amazing. We are finally getting what we deserve as committed employees at Harborview and Northwest. Bargaining together as workers from Harborview and Northwest shows the strength of our union and when we work together like this we strive to bring everyone up to fair and equitable working conditions. We are all stewards of the union; this is an historic win and each of us who is a dues-paying member is part of this victory. My challenge to everyone is to contribute in meaningful ways in our union going forward. Thank you to everyone on the bargaining team who worked so hard for this great win.”

- Kimela Vigil, Mental Health Practitioner, Harborview Medical Center,
Vice-President SEIU Healthcare 1199NW

Our historic agreement includes:

- ★ Largest across the board wage increases out of all contracts we’ve won
- ★ Extension of all of our previous wins and MOUs
- ★ Highest stand-by pay in the state
- ★ Expansion of some pay provisions
- ★ New commitment to partnering to address equity and racial justice
- ★ Inclusion in our union of the NWH Security Guards for the first time!



“We have achieved an historic agreement with UW Medicine. Through our power as a union, our work with each other to center racial justice, and each of our willingness to take action together we are improving all of our lives and we are improving patient care at the institutions we hold dear. The power we built in our workplaces and with each other, with elected officials, and in other healthcare systems has all contributed to setting us on this new path.”

- Grace Yang, RN, Harborview Medical Center



“We are happy to accept the new contract, with a historical economic package, from UWMC. UW management tried to separate us by giving some of us a higher wage increase. We fought back and demanded to get everyone a piece of the pie. We were able to take a step up on the shift differentials to help all of us. This has been long coming, and we finally won. Taking actions, being persistent, and sticking to our values paid off! I hope that with the increase in wages over the next two years, we will be able to recruit staff, and retain our current staff. We know who makes UWMC the #1 hospital in the state of WA, it’s us, the union! This economic package will raise the standards for all of us. I’ve always expected everyone to support our union reps, delegates, and the bargaining team to continue to fight.”

- Ade Adeyemo, CNA, Surgical, UWMC-Northwest

Across-the Board Increases for Everyone!

We all get a raise before the next contract!

- ★ 4% 90 days after ratification, approx. January 1, 2023
 - ★ 9% July 1, 2023
 - ★ 3% July 1, 2024
- = 16% Across the board for everyone

In addition to the across-the-board increases, we won job-specific recruitment and retention increases that go into effect before January 2023:

| Northwest Hospital And Clinics | 8/1/2022 | 11/16/2022 | 1/1/2023 |
|--|----------|------------|----------|
| Social Worker, Senior | 5% | | |
| Pharmacy Technician | 5% | | |
| Osc Resource Coordinator | 5% | | |
| Pharmacy Technician Lead | 5% | | |
| Pharmacy Purchasing Tech | 5% | | |
| Instrument Tech Lead | 5% | | |
| Surg Svcs Resource Tech | 5% | | |
| Operating Room Tech Cert | 5% | | |
| Instrument Tech | 5% | | |
| Medical Assistant - Certified Lead | 5% | | |
| Medical Assistant Apprentice | 5% | | |
| Medical Assistant - Certified | 5% | | |
| Medical Asst - Reg | 5% | | |
| Cert Nursing Asst | 4% | | |
| Float Cert Nursing Asst | 4% | | |
| Advanced Cardiac Technologist | 2% | | |
| Advanced Cardiac Technologist Lead | 2% | | |
| Ther Recr Splst Cert | | 6% | |
| LPN | | 6% | |
| LPN Lead | | 6% | |
| Echo and Vascular Tech Lead | | 6% | |
| Maintenance Engineer | | 6% | 5% |
| Maintenance Engineer Lead | | 6% | 5% |
| Sr Maintenance Engineer | | 6% | 5% |
| Echocardiographer | | 5% | |
| Diagnostic Medical Sonographer | | 5% | |
| Diagnostic Medical Sonographer Lead | | 5% | |
| Echo and Vascular Tech | | 5% | |
| Imaging Technologist – Computed Tomography | | 5% | |
| Imaging Technologist – Lead | | 5% | |
| Imaging Technologist – Mammo | | 5% | |
| Imaging Technologist – Mas Res Imaging | | 5% | |
| Imaging Technologist | | 5% | |
| Imaging Technologist – Trainee | | 5% | |
| Interventional Tech | | 5% | |
| Nuclear Medicine Technologist I | | 5% | |
| Radiology Tech Lead | | 5% | |
| Speech Pathologist | | 3% | |
| Spec Mammo & Brst Us Tech | | 5% | |
| Spec Mammography Tech | | 5% | |
| Lab Assistant | | 7% | |
| Lab Assistant Lead | | 7% | |
| Lab Asst Technical | | 7% | |
| Lab Asst Technical Lead | | 7% | |
| Medical Lab Technician | | 7% | |
| Medical Technologist | | 6% | |
| Medical Tech Lead | | 6% | |

| Harborview Medical Center | 8/1/2022 | 11/16/2022 | 1/1/2023 |
|--|----------|------------|--------------|
| Electroneurodiagnostic Technologist 1 | 5% | | |
| Electroneurodiagnostic Technologist 2 | 5% | | |
| Electroneurodiagnostic Technologist 3 | 5% | | |
| Flight Nurse | 5% | | |
| Flight Nurse, Senior | 5% | | |
| Pharmacy Technician 1 | 5% | | |
| Pharmacy Technician 2 | 5% | | |
| Pharmacy Technician Lead | 5% | | |
| Registered Nurse 2 | 5% | | 2% Steps A-E |
| Registered Nurse 3 | 5% | | 2% Steps A-E |
| Social Worker | 5% | | |
| Cardiac Sonographer 1 | | 5% | |
| Cardiac Sonographer 2 | | 5% | |
| Cardiac Sonographer Lead | | 5% | |
| Diagnostic Medical Sonographer | | 5% | |
| Diagnostic Medical Sonographer Lead | | 5% | |
| Diagnostic Medical Sonographer Spec | | 5% | |
| Imaging Tech-Education Quality Assurance | | 5% | |
| Imaging Technologist | | 5% | |
| Imaging Technologist Trainee | | 5% | |
| Imaging Technologist-Angiography | | 5% | |
| Imaging Technologist-Comp Tomo | | 5% | |
| Imaging Technologist-Lead | | 5% | |
| Imaging Technologist-Mag Res Imaging | | 5% | |
| Imaging Technologist-Mammo | | 5% | |
| Imaging Technologist-Supervisor | | 5% | |
| Nuclear Medicine P.E.T. Technologist | | 5% | |
| Nuclear Medicine Technologist 1 | | 5% | |
| Nuclear Medicine Technologist 2 | | 5% | |
| Nuclear Medicine Technologist Lead | | 5% | |
| Vascular Sonographer | | 5% | |
| Vascular Sonographer Lead | | 5% | |
| Respiratory Care Lead | | 2% | |
| Respiratory Care Practitioner | | 2% | |



"I am still shocked that we achieved double-digit percentage wages for each of us! The double-digit percentage increase will be life-changing; for some of us it will mean we can meet our basic needs. I am proud to be part of a strong union with strong membership participation because it takes all of us to accomplish this goal of uplifting all of us."

- Miranda Carruth, SW, Harborview Medical Center

Other economic increases – starting July 1, 2023

- ★ \$7/hr standby premium for all hours for standby best in the state!
- ★ CNA evening shift differential from \$1.35 to \$1.50 and night shift differential from \$2.00 to \$2.25
- ★ Northwest Clinic Float Pool is now eligible for float pay
- ★ Rest between shifts for everyone, including call back hours
- ★ Extension of double time extra shift incentive
- ★ Accrue up to 240 hours of comp time, that will be cashed out every June 30 if not used
- ★ Everyone can accrue 2x comp time in place of double time for extra shift incentive
- ★ Pay table at UWMC-Northwest standardized for increases between ranges and steps

Northwest Security joins our union and secures first contract

- ★ Union wage table that ensures we all get an immediate raise with an additional 1 step increase
- ★ Our experience will be reviewed and we will be given credit for experience by January 1, 2023
- ★ Job classification change to Hospital Security Officer
- ★ 7% premium when designated as a Field Training Officer
- ★ Security Officers are eligible for Lead pay when no Sergeant is present
- ★ Access to the protections and benefits of our Northwest contract that we have won over the last 2 decades including shift differentials



"Working with other union coworkers was helpful in showing management that we need more pay and more staffing. Now they see us and will recognize our work with these raises. If we didn't have the union, everyone would get these raises, and we wouldn't. It's great that we will also now have evening, night, weekend, training, and lead pay."

- Pema Dorjee, Security Officer, UWMC-Northwest

Working towards equity and racial justice in our wages

As a bargaining team representing all job classes either at Harborview or at UWMC- Northwest and the clinics, we shared our different life experiences to lead management on a path towards wage equity. Equity in our wages would mean compensating us in ways that are more comparable and acknowledges historical disparities. We are united in a desire to see the wage gap narrowed.

Our agreement includes:

- ★ For the first time, UW Medicine has shown a sincere commitment to addressing pay inequity in wages and exploring the pathways to change its pay philosophy in a way that addresses our goals and values
- ★ When Seattle's minimum wage increases, steps that fall below will no longer be used and we will move to the next step automatically
- ★ When a pay scale has less than three steps above minimum wage it will be retired and we will be placed on the next pay range with a 1% increase



"I'm really excited for the wage discussion with UW. It shows that UW is ready to join the conversation and hopefully take action towards wage equity and racial justice. Our team is going to hold them accountable, and help them realize the systems changes that need to happen to create the equity we do desperately need. We are going to do this no later than a year before our next negotiations so they are prepared to do what needs to be done to raise all of us up."

- Jessica Hawtree, PSS 2, Hepatology Clinic, UWMC-Northwest



"We fought really hard for everybody and all job groups to move towards an equitable wage for everyone. UW Medicine is at a different place in their journey than us as an organization, but we spent lots of time educating them at the table about equality and equity and how they are different. UW needs to align with this because they want to move to this. They made a commitment and we need to help them towards the goal of equity – it's our responsibility to help them towards that goal."

- Neeru Kaur, RT, Harborview Medical Center

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



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- Alexandra Freeman-Smith, Lab Assistant and Phlebotomist, UWMC-Northwest

Next steps

We now need to make sure our contract gets implemented and the strength of our union will make a difference on ensuring UW follows our contract. Use this QR code to join us in making our union stronger by becoming a member if you are not already.



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