

Value us, Value our work: Management listened to the need for Recruitment and Retention Increases for CNAs

When management approached us this year to bargain improvements to recruit and retain, we told them what we have been telling them for years – staffing is in crisis in our hospital. Because of our unity as a strong, fighting union and our continued action to raise staffing issues to management, management is listening. In January they responded to the short staffing and heavy workloads of CNAs by offering us an recruitment and retention increase.

Starting Feb 1, all CNAs at UWMC-Northwest will see a 10% increase in addition to the other across the board increases for all job classes that we won in our negotiations this summer.

CNA Increases	
8/1/22	4% CNA recruitment and retention increase
1/1/23	4% across the board
2/1/23	10% CNA recruitment and retention increase

What are the next upcoming across-the-board wage increases?	
7/1/23	9% across the board
7/1/24	3% across the board

“We are super excited about the 10%. This gives me a little bit more money so I can more easily buy food and pay my bills with how expensive everything is now. It will help me save to buy a car. It will help a lot. Because we have been constantly fighting, with great teamwork, we all accomplished this, all of us. The 10% raise was a team effort and as long as we keep fighting and moving forward we’ll see there are more great things to come. It’s like a constant moving car, we are constantly moving forward.”

- Kendra Townsend, CNA/Unit Secretary, ICU/SCU



“It’s great the NACs are getting the 10%. Now UW needs to bring the rest of our team up, by valuing Housekeeping, Unit Secretaries, Dietary, and all of us. All of our job classes need to be involved and recognized. We are not leaving anybody behind.” - TJ Drammeh, CNA, Medical



“Heck yeah! This raise for the CNAs is amazing news. I’m so thrilled that the CNAs got a raise, at the bargaining table it has really felt like a fight for the CNAs to be valued by management. I’m thrilled their hard work is being recognized and management is finally valuing them as they should.” - Shannon Cain, Social Worker, MSE



“During bargaining this summer I spoke to management. We work on the floor, management doesn’t work on the floor. I told them a lot of nurses have left, exceptional nurses. A lot of CNAs left, outstanding CNAs, because of the low wage. UW is considered #1 in Washington state, #4 in US, #7 in world, but they are still paying us below a competitive wage. I told them that I am a manager in a company, and we start less experienced people with higher pay than UW, and they are just one on one. Why would people come to Northwest and make less money taking care of 10 patients, 9 patients? I told them you need to listen to us, if you don’t listen to us you will pay so much more money in the end. I said, look at how much you are spending on double time. Look at the travelers, how much they are making per hour. I said, my statement is to do you a favor, give you information you don’t have, this is what I told them. Finally they are coming to their senses, they took note of those conversations as we spoke. They realized what we were saying was true and that we are willing to take action for our patients.. Now they are listening.” - Modou Sowe, CNA/Unit Secretary, 2 East



Take action for safe staffing standards!

Our elected officials need to hear from you on why we need a minimum safe staffing standard in Washington state. Take 5 minutes to scan this code or follow this link to send a message to your legislator. Share your job title, where you work, and why you want safe staffing standards for direct care staff in your hospital.



1199nw.org/wasafeandhealthy

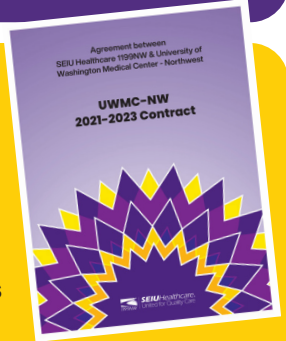


“The raise for CNAs is great. A lot of us are feeling good about it. I’m hoping this means they are listening to us. I’m glad that we got the increase. There’s a lot of improvement that needs to be done to keep the CNAs we have and recruit more, as far as the ratio between patient and CNA. This is why we need a safe staffing standard.” - **Ade Adeyemo, CNA, Surgical**

Contract corner!

It is up to us to know and enforce our contract. Here are two sections of our current contract and MOU to know this month.

Rest between shifts: If you do not get a full 12 hours off of work between when you leave work and when you come back for your next shift, you should be paid at time and a half for the difference in time. For example, if you work till 11 AM and return to work at 7 PM, you only got 8 hours off, which is four less than the 12 hours, so you will be paid 4 hours at time and a half. Contract language below.



7.9 Rest Between Shifts. In scheduling work assignments, the Employer will make a good faith effort to provide each employee with at least twelve (12) hours off duty between shifts. In the event an employee is required to work with less than twelve (12) hours off duty between shifts, all time worked within this twelve (12) hour period shall be at time and one-half (1 1/2). This section shall not apply to standby and callback assignments performed pursuant to Article 9.

Our CNA Staffing Committee is moving forward



“We are seeing positive moves, and still talking with management. Management is listening to us. We are reviewing all the matrices, working on getting the short staffing form. We will have short staffing forms for CNAs soon. Once we have them, we need to use the short staffing forms to track when we are not getting breaks and meal. We will discuss the information we gather with management in our committee to improve our staffing and ensure we are getting our breaks. Let your CNA Staffing committee members know if you have any concerns about staffing in your unit.” - **Ade Adeyemo, CNA, Surgical**

Your Staffing Committee Members

Ade Adeyemo, Surgical	Kendra Townsend, ICU/SCU	Samba Baldeh, MSE
TJ Drammeh, Medical	Modou Sowe, 2E	Kelechi Uwaezuoke, APU

CELEBRATING BLACK HISTORY MONTH

Within our movement and beyond, Black leaders have paved the way by resisting racial and economic injustice. This Black History Month, we’re honoring this history and continuing the fight for a world where we’re respected, protected, and paid in our workplaces.

Read a statement from **SEIU Healthcare 1199NW President Jane Hopkins** marking Black History Month and honoring Tyre Nichols 1199nw.org/3JyErUx



Visit our website for more information about local events, actions and resources 1199nw.org/bhm2023



Stay tuned to join the action and learn about more ways to celebrate and honor Black History Month in our local. Details coming soon!

Feb. 25: ‘We Out Here!’ celebration of diverse leaders

This celebration of diverse labor leadership will be held **Saturday, Feb. 25 starting at 7 p.m. at the Teamsters Hall, 14675 Interurban Ave. S. in Tukwila.** “We Out Here!”

will have food and drinks from around the world, music and a dance floor — an evening filled with joy and justice. Learn more here: 1199nw.org/3Jx0Gu2

