



We will stand united through Mission Forward changes

Because we have a union, we have a voice in upholding quality patient care and maintaining our working conditions

In the past when major changes have been proposed by UW Medicine, we've been able to uphold our standard of care in our community and prevent the erosion of our working conditions. It is because we have a union and we have chosen to remain united in the face of challenges that ensures we will have a strong voice in changes that impact us and our patients.

While we don't know yet exactly what changes UW Medicine is planning to implement, we do have a lot of experience with this kind of initiative at UW Medicine and at other healthcare systems. We are making a plan and preparing ourselves to address the proposed changes from a place of power rooted in our values of improving our lives and our communities and protecting patient care.

When we receive notices of change that impact us and patients, we will be:

1. Discussing changes with all impacted coworkers
2. Demanding to bargain changes as we receive notices
3. Forming Demand to Bargain teams of impacted co-workers to bargain with management over the change so that we have a voice in these changes
4. Requesting broad and detailed information so we can understand as much as possible about administration's decisions and alternative solutions
5. When needed, filing cease and desist letters to halt changes until we can bargain
6. Examining all options for ensuring our rights are upheld by taking collective action when needed

What each of us should do to maintain our strength and unity through Mission Forward:

1. Build our communication network - contact your delegate or organizer! Together we will construct a communication action team so we can all share news and impacts
2. Share information across our units, clinics, and job classes
3. Show up for each other when asked, whether that is supporting coworkers in bargaining sessions or taking collective action

"Like the Studer Group and Project FIT before it, Harborview's most recent investment in outside consultants has resulted in a long list of recommendations that could decrease the quality of care, quality of employment, and our ability to provide excellent care to our community. Like we have done in the past, we as a union will work hard to preempt cost-cutting measures that would have a negative effect on any union member or any patient. Your Executive Board members are meeting regularly with UW Medicine leadership to remain up to date and respond quickly to proposed layoffs, reorganizations, and other measures UW Medicine may propose in an attempt to increase their profitability." - **Joe Hufford, Harborview Medical Center, Healthcare for the Homeless, RN, Executive Board Member**



We are fighting for all of us impacted by layoffs and clinic closures at UWMC - Northwest and Clinics

"UW announced Mission Forward in October of 2022. Several departments have been given layoff notices already, but the reason why UW chose these departments isn't clear. Unfortunately, there isn't transparency from administration and we're left scratching our heads and worrying about what's to come. We are working hard to get the necessary information from them to protect our patients and our jobs to make sure we have a healthy future in our community. Make sure to reach out to your delegate and nominate a communication action team member to stay in the loop!" - **Jessica Hawtree, UWMC-Northwest, PSS2, Hepatology**



Management has announced the following clinic consolidations and closures, resulting in more than a dozen coworkers laid off, including the following:

- ✗ Closure of Musculoskeletal Physical Therapy Services and Speech Therapy at NW OPMC Therapies
- ✗ Closure of Advanced Manual Therapy
- ✗ Consolidation of UWMC Weight Loss Center into Meridian Multi-Specialty Clinic at UWMC NW
- ✗ Consolidation of Northwest Digestive Health Clinics (Hepatology & Gastroenterology)
- ✗ Gift Shop closure at UWMC-NW

continued on flip side

Our Executive Board members have been engaging those impacted to understand their needs and impacts as well as impacts to patients. We will be fighting to ensure that anyone who wants a job will be able to be placed in a comparable job within UW Medicine and that our patients will have access to the care they need.

We need to hear from you!

**How will patients be impacted by these clinic closures, consolidations, and layoffs?
How will you or your family be impacted?**

<https://1199nw.org/41Kld3Y>



Our union’s Executive Board members for Harborview Medical Center:

- Chrys Potuzak
- Grace Yang
- Joe Hufford
- Kimela Vigil
- Lydia Kline
- Melanie Arciaga
- Meni Tale
- Neeru Kaur
- Olga Ramirez
- Sam Conley
- Sarah White Kimmerle
- Zeynab Jama