



A Legacy of Unity, Strength, and Workplace Standards at Northwest and Clinics

At UW Medical Center - Northwest & Clinics, we have always known that we have to stick together and take action when we need change.



We have marched on our bosses, worn stickers, signed petitions, had huge picket actions, met with and gained the support of elected officials, and in 2015, when management tried to take away our Training Fund, we took a strike vote and were able to preserve that life-changing benefit.

Investing in our strength as a union is the only way to continue to take on profit-driven healthcare systems and the executives who run them, to keep standards high, and to ensure we're a union where every member belongs and thrives.

The union difference at UWMC – Northwest & Clinics

Wages

✓ Our wages have reliably and steadily grown since 2005:

CNA	Medical Assistant	PSS
117% increase in wages 	108% increase in wage 	80% increase in wages 



“My life is way better with a union. We’ve won a lot of pay increases. When I started at the union in 2014, I was a low wage guy, now I’m at the top. With a union we won double time for extra shifts for the first time in the history of Northwest Hospital. We got a 28% raise last year as CNAs. This helps with childcare, and I was able to switch from night shift to day shift. Coming from NOC to day shift, you lose \$2.50 an hour, but I got that back with double time. Moving from night to day shift I was able to get my life back. I can get my sleep, be healthier, eat dinner with my family without falling asleep. I can enjoy the sunshine in the summer and go places with my family. Because of the increase, I was able to send my whole family on vacation to Africa, to go see my mom and cousins, to meet people they have never seen before because they were born here. With the help of the raise and the fight of the union, here I am.” **TJ Drammeh, CNA**



“Brand new X-ray techs that just graduated from school are making more day one than I made less than two years ago. Four years ago, my wife stopped working to stay home and take care of our daughter. The two contract wins raised my wages to completely cover my wife’s salary. That has enabled her to continue being a stay-at-home mom!” **Patrick Cassidy, Radiology Tech**

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Contract wins

- ✓ Groundbreaking wage increases and new year-for-year credit for past experience, which honors our work before we come to Northwest.
- ✓ We won an audit of our experience, which resulted in some coworkers getting up to a 40% wage increase.
- ✓ Protections around mandatory call and a voice in how call is used to staff.
- ✓ In 2021, we were one of the first hospitals in the state to win a CNA staffing committee, guaranteeing a voice for us in the staffing our patients need.



“Having a strong union has changed a lot for me. I’m stronger myself, and all the wins we have achieved in the past couple years have made me realize it’s a good thing to be part of a strong union. We’ve been able to fight for our rights and get support for all members of the union. All members have a voice in our union and in our workplace. For me, achieving the CNA staffing committee, the first in the state, was a huge moment for us and led to winning the hospital-wide Staffing Committee law. Since fall of 2022, CNAs have gotten a 28% raise; we’ve never had anything like that before. I’m making about \$1,000 more a month than I was two years ago, and that has been life changing.” Ade Adeyemo, CNA

“I’m extremely proud of the Credit for Past Experience. The only way we were able to do get this in our contract was to have our chapter members get behind and support it! Our co-workers on the bargaining team stood behind us even though it did not apply to most of them. Credit for Past Experience mostly affected clinic workers. This was money that our members deserved from day one. Their accomplishments were not recognized during the hiring process. We stood stronger, together, and won and some of my coworkers received up to 40% increases just on their step increases alone after the audit of their experiences. Credit for Past Experience has become a new union standard!” Judy Sohl, Medical Assistant Cert, Sports Medicine Clinic



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UW Medicine - Northwest is a founding union chapter of the **SEIU Healthcare 1199NW Multi-Employer Training Fund**, and has supported hundreds of members in advancing their careers.