



It's a Hot Raises Summer

The stronger our union, the stronger our contract!



Our unity, collective action, and persistence during last year's contract fight has paid off – it's time for our new raises to go into effect!

Our power starts with each of us making the decision to be a dues-paying union member, and continues with standing together, ready to take action to win a contract that leaves no one behind. Because of our strong membership rate and our solidarity, all of us will receive a **9% raise on July 1, 2023**. These raises are living proof that through our unity, we can reshape our working conditions and win the recognition and compensation we deserve.

"I'm happy that the bargaining team was able to negotiate such an economic game changer. The 9% we are receiving this month is the biggest raise I've ever received at UWMC. This will bring wages closer to the cost of living nearby, without needing to have two jobs. Working at a clinic we don't always see how powerful we can be, until we see the great work of the bargaining team. The increase in wages proves how much we were behind, and that management finally agrees! This is tremendous!!" - **Lorie Williams, PSS2, Federal Way Clinic**



Across-the-Board Increases for Everyone!

- ✓ 9% - July 1, 2023
- ✓ 3% - July 1, 2024

For our full contract go to seiu1199nw.org.
Paper copies will also be available



HMC Contract

Additional economic Increases starting July 1, 2023

BEST
IN THE
STATE!

- ✓ \$7/hr standby premium for all hours for standby
- ✓ 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
- ✓ ALNW Stuck out-of-town pay is now overtime for all hours after the scheduled end of shift
- ✓ Pay table at UWMC-Northwest standardized for increases between ranges and steps



"Paying union dues is essential. By contributing to our union, we pool resources and unite as a unified

force. This collective strength allows us to negotiate better wages, improved working conditions, and benefits directly impacting our lives. Between January 2023 and January 2024, our salaries will increase by an unprecedented 16%, putting us beyond the general wage average compared to other hospitals. Additionally, our dues support essential programs, such as training opportunities and member services, which can enhance our skills and help us advance in our careers. Investing in our union benefits us individually and strengthens our entire workforce. We can bring positive change and ensure a fair and secure working environment. I encourage you to consider the value and impact that paying union dues can have on our professional lives and the well-being of our fellow members." - **Zeynab Jama, RN, Harborview 9EH**

"Why did I sign a membership card? It is crucial to protect our voice and build our strength. Membership and participating in union activities matters! Our unity has led to historic wins. These would not be possible without us standing in solidarity while advocating for our patients. We must continue building our strength and protecting our voice. That's the union difference! Join and fill out a membership card today!" - **Melanie Arciaga, RN, Harborview 5EH**



Working towards equity and racial justice in our wages

As a bargaining team representing all job classes at Harborview and at UWMC-Northwest and 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 acknowledging historical disparities. We are united in our 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



“Hospital mergers are widespread which means that major APP employers could become less concerned about offering competitive salaries and benefits. Our best means of counterbalancing this power is by making sure we keep our union strong by paying dues and actively participating as members.

Just imagine if our employer could change our schedule or working conditions on a whim. Often times the only thing preventing them from doing just that is the contract we negotiate every two years with administration. In the contract we reserve the right to have transparency, notice and justification. It is often the only way that employees can create the space for our voices to be heard.”

- Heather Gates, ARNP, Harborview Respirite

Keep our union strong by becoming a member!
Sign a membership card today.



I am an HMC RN 2, and I just started my third year. Before our new contract I made \$42.39/ hour. During our new contract, these are the wage increases I can look forward to:

Before new contract	\$42.39	
July 1, 2023	\$46.21	9% ATB!
Anniversary: Jan 10, 2024	\$48.10	Step D!
July 1, 2024	\$49.55	3% ATB!
Anniversary: Jan 10, 2025	\$51.61	Step E!

I am an HMC RN 2 and I just started my thirteenth year. Before our new contract I made \$56.85/ hour. During our new contract, these are the wage increases I can look forward to:

Before our new contract	\$56.85	
July 1, 2023	\$61.97	9% ATB
Anniversary: Jan 10, 2024	\$62.28	Step N!
July 1, 2024	\$64.14	3% ATB
Anniversary: Jan 10, 2025	\$64.59	Step O!

I am an HMC Imaging Technologist and I just started my sixth year. Before our new contract I made \$41.02/hour. During our new contract, these are the wage increases I can look forward to:

Before our new contract	\$41.02	
July 1, 2023	\$44.71	9% ATB
Anniversary: Jan 10, 2024	\$46.04	Step G!
July 1, 2024	\$47.42	3% ATB
Anniversary: Jan 10, 2025	\$49.02	Step H!

I am an HMC Dietitian and I just started my sixteenth year. Before our new contract I made \$46.62/hour. During our new contract these are the wage increases I can look forward to:

Before our new contract	\$46.62	
July 1, 2023	\$50.82	9% ATB!
Anniversary: Jan 10, 2024	\$52.36	Step Q!
July 1, 2024	\$53.93	3% ATB!
Anniversary: Jan 10, 2025	\$54.02	Step R!