

## Our unity is our power!

As Technologists in the UW system, all of our jobs impact each other. When we win better staffing to take care of our patients in one department, we use that example in other facilities and related departments to keep raising standards for all of us. When we bargain together across our union in the UW system, we can utilize our power to win wages and premiums that will recruit and retain the best Techs within our system.

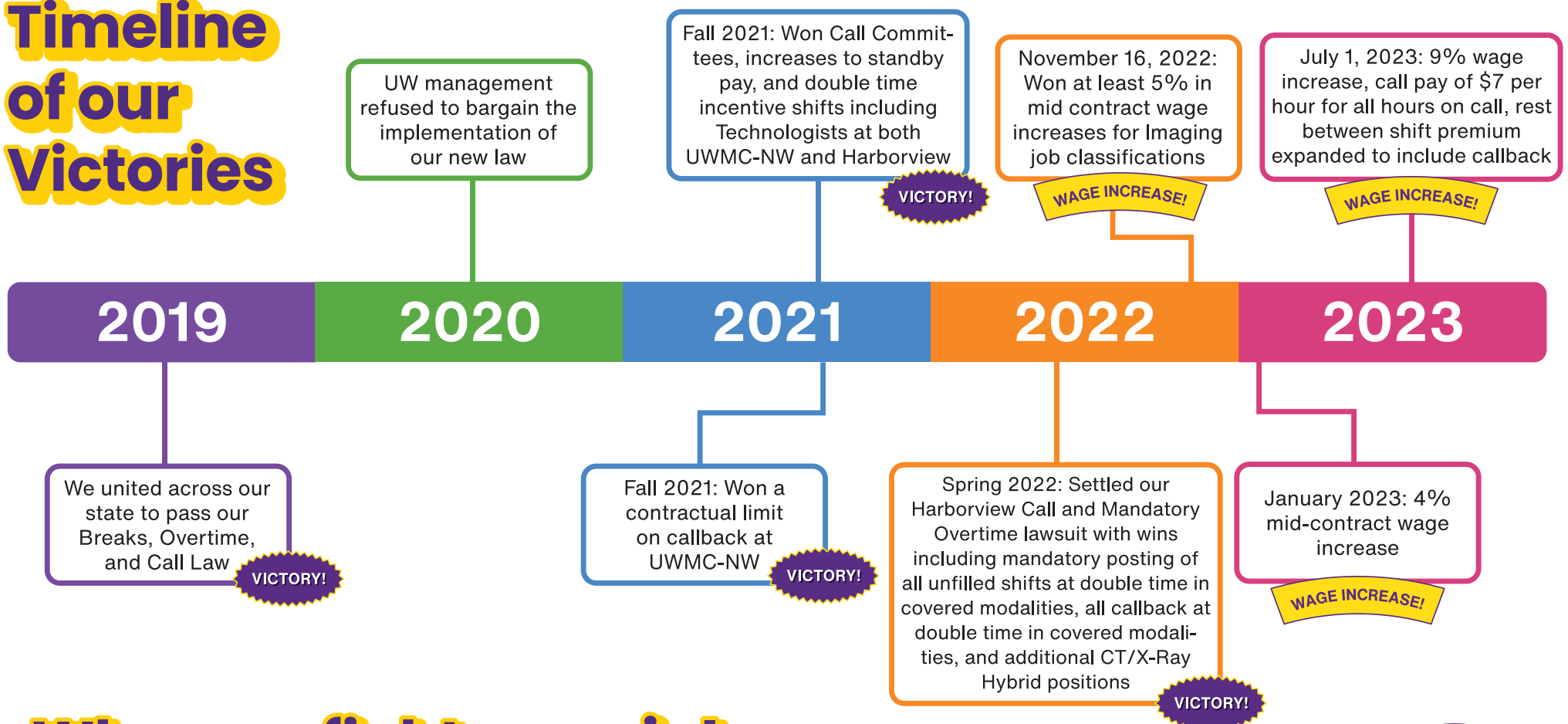
We also face unique challenges as Technologists—we work in varied and complex specialties and modalities and our work flow can be different across the many facilities we work in. Call/standby affects us, our families, and our patients in particular. Healthcare systems across the country have chosen a call-based model for patient care to save money rather than staffing for the best possible care after hours or in unexpected situations.

United in our union and across UW Medicine, we have made progress on staffing, wages, and working conditions that lead to good patient care.

And we have more work to do! To get involved, reach out to your delegates and your organizer.



## Timeline of our Victories



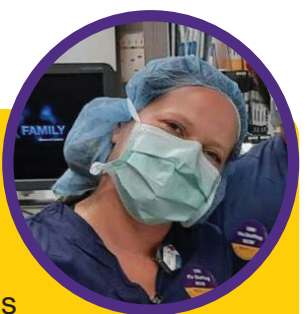
## When we fight, we win!

We stay united to fight for patient safety and working conditions in order to recruit and retain the best coworkers possible. When management came to us to say that they're building a specialty suite that Angio/IR Technologists at Harborview were going to be working in yet a third modality (CT), we knew this was a moment we could turn our unity into power. We bargained for over a year and in that time used we stood together to escalate our actions, including petitions, confronting management and administration in person and over email, and marching to administrators' offices to hold them accountable.

Through our fight, we won important protections and accountability for improved training and continuing education. We won a reclassification: our new job title is Interventional Cardiovascular Technologist to recognize the unique work we do. **We also won a critical wage increase, an 8% increase to our base pay and eliminating multi-modality premiums to recognize, retain, and recruit for this complex job.** We all need to be respected for the work we do and we all want to work under conditions that lead to the best patient care. When we stick together and take action, we have the power to make the changes we need.

"We fought hard for almost a year and a half. We never gave up, all staff stood together and it paid off. We won a job classification that encompasses our IR/Cardiac Cath duties and recognized the additional duties and complexity of our new job with an 8% raise. We won back pay based on our job classification. We now have a plan for an advanced training program. The reason we got what we got was we were in unity. Even after the new rooms opened and we were performing our new duties, we kept fighting. We all stuck together. Every single person in Interventional Radiology did something to help us get this win. Everyone contributed to this win. What this win shows is to keep on fighting. If you believe it and you want it, keep fighting. Otherwise this place will try grind you down. This is why we have a union."

— Angela Swindle, Interventional Cardiovascular Technologist, Harborview Medical Center





# We deserve rest too: Sign on to our Rest Between Shift Grievance!

At both UWMC-NW and Harborview, management is not paying us as agreed for Rest Between Shift time-and-a-half so we are holding them accountable for the wages we are owed. As of right now, they are not counting our callback time as time worked, a change that we fought for and won in our new contract.

We have filed grievances to enforce our contract and the next step is to stand together in letting management know they need to respect our contract.

**Sign the petition to hold management accountable to the pay we are owed!**

*Sign Here!*

Harborview petition



<https://1199nw.org/3sfqc0V>

Northwest petition



<https://1199nw.org/464VFR2>



“Me and my coworkers have already accumulated many hours since the new contract came into effect for Rest Between Shift time-and-a-half pay that has not been paid to us fairly. We are losing sleep and driving in risky circumstances. We have already bargained this, we feel we are entitled to this pay. Management needs to pay us what we’ve accrued as originally agreed upon.”

— **Becca Smith, Lead Diagnostic Medical Sonographer, UW Medical Center – Northwest**



“Getting called in disrupts our entire night, not just a couple hours. The following shifts are difficult. In order to compensate and incentivize us for this loss of sleep, we need to be paid correctly. In the Echo Lab, we are a small group, we take 5 to 6 nights of call a month, that’s a heavy burden and an impact to our lives. Management needs to acknowledge what was agreed upon and pay us accordingly. Sign our petition!”

— **Saige Johnson, Cardiac Sonographer, Harborview Medical Center**

## Contract Corner: Northwest Hospital

For those of us that work at UW Medical Center-Northwest, we have won language that protects us when we cannot work the shift following a callback from standby shift. Please ensure your manager is aware of following this language when you or coworkers need to use your callback relief:

## 9.34 CALLBACK RELIEF

Subject to patient care considerations, the Employer will make a good faith effort to provide relief for an employee who requests the immediate next scheduled shift off or offer a change in the employee’s start time or end time for the immediate next scheduled shift when the employee has been working on call within eight (8) hours of the start of their next scheduled shift. At the employee’s request, a vacation day can be used. This schedule adjustment will not count as an occurrence per the Employer’s Dependability Policy.

## Concerns about your or your department’s call and staffing levels?

At Northwest and Harborview, we have monthly committee meetings to review call and discuss any issues or changes needed. If you have concerns about call in your department, reach out to your organizers to find out when your next committee meeting is.

JOIN YOUR  
MONTHLY  
CALL  
COMMITTEE!

### Contact Your Organizers:

**Hannah Fishman** - [hannahf@seiu1199nw.org](mailto:hannahf@seiu1199nw.org) / (360) 483-8293

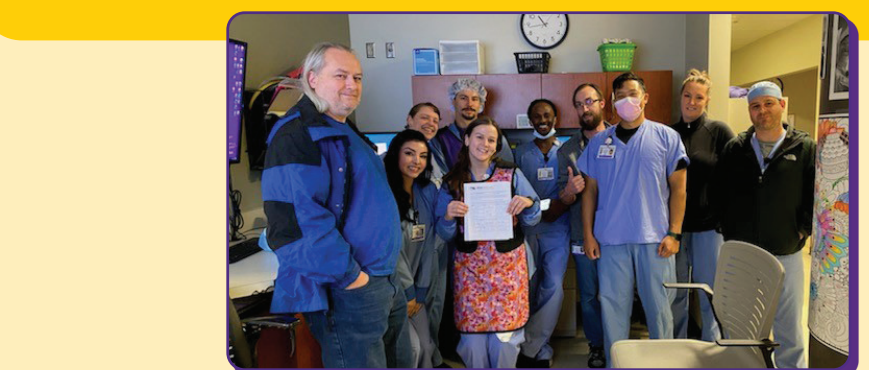
**Olga Chavarria** - [olgac@seiu1199nw.org](mailto:olgac@seiu1199nw.org) / (425) 919-8829

**Morgan Michel** - [morganm@seiu1199nw.org](mailto:morganm@seiu1199nw.org) / (425) 919-7282



“Management is trying to increase call hours instead of staffing us appropriately. Some of us will have to take more call hours, call will shift to unfairly burden some of us with excessive call. Voice your support for no expansion of call, let your supervisors and management know this is unfair.”

— **Jerry Rhoten, CT Technologist, UW Medical Center – Northwest**



## Expanding our call instead of staffing us is unacceptable!

Management at UWMC-NW is trying to increase call in both X-Ray and CT. Management has not attempted to resolve this problem with their existing staffing options, including posting positions to account for increased patient volumes — i.e. asking staff to come in, posting double time shifts, and asking staff to stay over. Without exhausting all their staffing options, management is instead trying to exhaust us as staff by expanding our call beyond the circumstances allowable under state law.

But we are united for patient care and to enforce our legal protections: we are fighting back! When we delivered a letter with our concerns to our direct management, they rebuffed our concerns but we know that when we stand together we have the power we need to change things for ourselves, our families, and the patients that rely on our skill and sharpness in emergent situations. Talk to your delegate about our next action.