

We're standing together to push back on attacks on our unity!

Healthcare workers have been receiving emails from the Freedom Foundation that include misinformation about the values of our union and that invite our coworkers to stop paying dues.

Let's be clear: this is a strategy from the wealthy to weaken our worker power at the UW Medicine bargaining table. Their goal is to lower our membership and limit our strength to fight powerful organizations like UW Medicine that pay their CEOs hundreds of dollars an hour and receive millions of dollars in contributions.

Our leaders in the hospital and clinics have requested management block these messages from our work emails and stop this anti-union propaganda. Work emails should not be used to mislead our coworkers and impact our power as a union. Management responded by saying these emails are freedom of speech, which is hypocritical because we could get reprimanded for using our work emails for matters other than work business.

LET'S SHOW MANAGEMENT WE WON'T STAND FOR ANTI-UNION PRACTICES AND PROPAGANDA. WHAT YOU CAN DO TO STOP THESE ATTACKS:

1. At the bottom of each email in small font there is the option to unsubscribe. This should stop the emails permanently.
2. Copy the email to the desktop and then attached it to a new email and send it to security@uw.edu and request to block these emails.
3. Share with your coworkers these two ways to stop the attacks to our power and unity, and let your delegate know if you still receiving email from the Freedom Foundation after taking these steps.

"Our strength is in our unity! By sticking together in our union, we have been able to bargain significant raises, with another raise coming this July.



Recently, many of us have received misleading messages from an anti-labor organization that will do anything they can to chip away at our unity. Do not be fooled into giving away our power. We are all in this together and we need to stand strong together in the face of these challenges. If you receive one of these emails, click the "unsubscribe" link at the bottom of the email and contact IT."

— **Judy Sohl, MA, OPMC,**
Executive Board Member

We voted YES to a bright future for us and our families

We came together and voted yes on our bright future plan to ensure we'll have a strong union with the resources we need to win big for many years to come!

Just a few weeks ago, we concluded the votes across Washington and Montana with a majority of votes in favor of updating our union bylaws. This includes changes to our dues structure to guarantee that everyone will pay fair share of 1.8% by 2027, and to eliminate paying dues on our overtime and premium pay. This plan will save money for many members that currently work OT and make less \$60,000 a year. We made the right choice to become a more equitable and stronger organization!



"I voted yes to make our union stronger and brighter. We have seen management prioritize expansion and paying CEOs higher wages. To stand against management we have to be united to win in the future."

— **TJ Drammeh, CNA and Executive Board Member**

We are fighting and we are winning!!

- **Preceptor pay for Outpatient Physical Therapists:** Physical Therapists at the OPMC clinics delivered a petition to management demanding to also be compensated for precepting students in the outpatient setting as well as the inpatient and to follow our contracts. After a strong action filing a formal grievance and meeting with management, we won! Management agreed to retro pay all hours PTs spent precepting student at OPMC.
- **Additional FTE for Sonographers:** Per Diem Sonographers have been performing full time employee hours for months, and management refused to add and post a full time position for per diems to apply and start receiving benefits. Sonographers met with management and demanded management follow our contract and post a position to retain valuable employees. Management committed to request another FTE thanks to the strong unity in the Radiology department and the strong leadership of our union delegate in the ultrasound department.
- **ED Social Workers are no longer stressing out for reduction of work hours.** Management sent a communication to the ED social workers announcing reductions on work hours. The social workers quickly organized and were ready to take major united action alongside our ED coworkers against management's decision. When management realized an action was coming, they sent a notice announcing that they will no longer reduce anyone's hours. Social workers are still bargaining with management changes on the start time for swing shift.



"The ultrasound department had shift openings that were filled on a regular basis not by permanent workers but by temporary (per diem) employees. Some of the per diems were interested in a permanent FTE. With the support of the entire department, we filed a grievance based on the article in our contract that says the union can ask for submission of a permanent FTE position. We met with management who agreed on the logic of our grievance and they submitted the request for a permanent FTE for approval. We could not have won this grievance without our strong UWMC-NW contract and enthusiastic member support."

— Genevieve Sanford, Sonographer Tech



"We were told that our hours would be cut with little warning. We joined together in solidarity and expressed clearly to our leadership and department how this would cause financial hardship and eroded our trust in them, and they backed off, finding other solutions that didn't result in income cuts. It is a testament that speaking up as a union shows results."

— Hannah Lessing, Senior Social Worker



Learn more about the Training Fund at UW Medical Center – Northwest

The Training Fund partners with healthcare workers to help us reach our educational and career goals. Use YOUR benefits today!

When: Every 3rd Wednesday of the Month

Where: Main Lobby

Time: 11:00am - 2:00pm



Meet your union organizers at the main lobby Starbucks!

Do you have questions about your rights at work or how to deal with issues with management? Come talk to us, we are here to help!

When: Tuesdays from 11am-1pm and Thursdays from 6:30-7:30pm

Where: Starbucks @ the main lobby

You can also contact us:

Fatima Lojewski, Organizer – FatimaL@seiu1199nw.org / 425-336-9447

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