

# We Stand United Against Big Business Bullies Trying to Destroy Our Union and the Labor Movement

We are pushing management to end the attacks to our union. Healthcare workers have been receiving emails from the Freedom Foundation with misinformation about the values of our union and inviting our coworkers to stop paying dues. This is a strategy from the wealthy to weaken the power we have at the bargaining table. Their goal is to persuade us to not pay dues so we don't have a strong membership that can fight for our needs.



## What you can do to stop these attacks:

It is not appropriate that our UW email accounts accept emails from an outside special interest organization. Such emails represent state resources used for political purposes. If you receive an email from the Freedom Foundation, sometimes under the guise of "opt out today," take the following steps:

- 1 Copy/save that email to your desktop.
- 2 Send the email as an attachment to [security@uw.edu](mailto:security@uw.edu) and the Labor Relation department ([laborrel@uw.edu](mailto:laborrel@uw.edu)) and ask that all emails from that sender be blocked across the system.

## We have good jobs at Harborview and Airlift because we have a union

As a union at Harborview and Airlift, we have raised standards to make our institution unique as a leader in working conditions, including compensation and staffing, while maintaining and expanding our role as the safety net for healthcare in our area and the only Trauma 1 hospital in our region.

## Raising Compensation Standards for Every Job Classification

We don't believe that working Harborview and at Airlift means that we have to accept compensation that trails behind the private sector. For every job class in our union, our wage scales are competitive in the market because of the work we have done together as union members.



# 28%

The minimum across the board raise each of us has received over the last 5 years as union members. Most of us have received more.

# Stronger Together

When we're all united as members in our union at Harborview we are powerful and strong. Collectively, we have held the University of Washington accountable to Harborview's mission, ensured we have a County Council in full support of our frontline work and Harborview's unique mission and position in our community, and made Harborview a leader in staffing standards in the state of Washington. Individually, we ensure that each of us is treated fairly and equitably across the Medical Center, that we're all paid according to our experience, and that we're all equipped with the tools we need to have a say in our life and workplace.



"To me, being a part of a union is the difference between a five-year career and a 35-year career in nursing. While I care for my patients, our unity means we can fight for legislation that protects me and my colleagues, ensuring regular pay increases that are competitive for the market and improved working conditions for all members and their respective disciplines. Stories of exploitation in nursing are too familiar, but as a member of a strong union, that's not a fear I have. I moved across the country to be a part of a strong union, and I have no intentions of going back."

**-Jaylen Ortiz, RN, 3WH**

## Staffing Guarantees and Protections Beyond Competitive Compensation

Through our unity, we have established:

- ✓ Some of the first break nurse programs in our state
- ✓ Staffing matrices that established collaboratively in our staffing committee to prioritize excellent patient care
- ✓ Standby pay and callback practices that are on the cutting edge of establishing new safety norms in our state
- ✓ A contractual guarantee that Harborview cannot reduce staffing through attrition
- ✓ Contractually guaranteed double time incentive shifts

## Working for Ourselves and Our Patients to Strengthen and Expand Harborview's Mission in Our Community

Our focus on safe staffing is only a part of the difference we have made as a union for our patients and ourselves. We have:

- ✓ Worked to expand Harborview and update our infrastructure by organizing to pass the County Bond in 2020
- ✓ Begun coalition work to maintain and expand our mission critical services, including long term funding for respite space and short term maintenance of our respite beds as construction work is ongoing



"If it wasn't for last summer's 3-union coalition bargaining, Respite staff would have faced layoffs drastic enough to severely limit our ability to care for our homeless patients. I learned first-hand that 1199NW stands for more than secure jobs and livable wages. They also stand behind Harborview's mission to care for the most vulnerable members of our community."

**-Heather Gates, ARNP, Respite**

## Next Steps

We more work to do united together as members of our union. We are working to expand and guarantee a multilingual interpretation premium to ensure we provide the best care to our Mission patients. We are building our campaign to ensure that UW is held accountable for utilizing all tools available to fully staff all of our departments every day and every night. Through it all, we are building our capacity and power to get ready to bargain our 2025 contract.

