

# WE STUCK TOGETHER AND WON!

## WE RATIFIED A STRONG NEW CONTRACT WITH UW MEDICINE

### WAGE IMPROVEMENTS FOR EVERYONE!

- Ratification Bonus UWMC-NW (within 90 days of ratification): \$1,000 for 0.6 FTE and above, \$600 for 0.5 FTE and below, \$300 for Intermittent/Non-Permanent
- Ratification Bonus HMC (within 90 days of ratification): \$1,500 for 0.6 FTE and above, \$1,000 for 0.5 FTE and below, \$500 for Intermittent/Non-Permanent

#### Across the board increases for all jobs except RNs & Apps

- 3% effective first full pay period after ratification (within 90 days)
- 2% effective July 1, 2026
- 2% effective January 1, 2027 (non RN/APP)

#### Additional market adjustments in 45 days:

- RT 5%
- CNA 5%
- SLP 2% within 45 days, 2% in July 2026
- Security 2% in July 2026
- And more

#### Improvements to differentials and premiums

- NEW Sunday night premium for hospital departments - \$3
- Night shift - \$5
- Weekends - \$4 For Everyone
- Preceptor - \$2 (including modality pay 3 increase)
- Ghost step eliminated on RN wage scale (no ghost steps in any other scales!)
- Evening shift increase for HMC RNs (\$2.50 to \$3.00)
- Doubletime after 12 hours (NW parity with HMC)
- Low census stand by \$4 (NW)

#### RNs at Harborview – Total 7%

- Effective first full pay period of ratification 3% (within 90 days)
- Within 45 days 1% Market adjustment
- January 1, 2026 NEW top step (AE) 2%
- July 1, 2026 2% + 1% Market adjustment

#### APPs at Harborview – Total 10%

- Effective first full pay period of ratification 3% (within 90 days)
- Within 45 days of ratification 5% market adjustment
- July 1, 2026 2%



"We are all in to win, and that's what we just did for our contract with the University of Washington for double-time after 12 hours. This win is big for nursing assistants and others at Northwest when we stay past our shift to help out. We won an increase to shift differential with night shift and 7% raises for all job classes. We fight for equity for all."

**-TJ Drammeh, CNA, Northwest Hospital**



# SINCE MARCH, WE TOOK ACTION TO SAY: “3 AND 2 WON’T DO!”

Despite a difficult financial and political climate, we achieved more than the 3% and 2% that management had been proposing over this 2-year contract.

We all came together in action to show our unity, solidarity, and support for the bargaining team:

- Stickers
- Mini Rallies
- Petitions
- Unity Breaks
- Marches on the boss



Despite the healthcare and Medicaid cuts coming through the Big Ugly Bill (H.R. 1), we secured higher raises than most state workers succeeded in negotiating.

**We bargain our contracts every 2 years.** We need to take steps together to be ready in 2027 for our next contract, including electing leaders nationally in the next midterms who care about working families and will fight back against cuts to healthcare. **Join us in electing champions for working people.**



[hlfseiu1199nw.org](http://hlfseiu1199nw.org)

## NEW INCLUSION AND BELONGING CONTRACT LANGUAGE

### Feedback for Supervisors

- Transparency on “chain of command” and who you are evaluating in the annual engagement survey
- Department level meetings to discuss outcomes
- Opportunity to give feedback to supervisor through performance reviews

### Language pay

Our contributions to our patients are immense when we are able to deliver care in their own language. This new

- “Required” Bilingual tier compensated at 5% pay. Employees who believe that their language is utilized by the department as part of their work can request to be in this designation.
- “Formal” bilingual tier compensated at \$800 for the 2-year duration of the contract. Those who pass the language proficiency exam in one of the top 5 languages (or has since 10/2024) can request the pay.



“It’s important to be compensated for the work you’re doing, and using our language skills in the hospital is real additional work with patients assigned to you and also other patients on the unit, for example translating and getting multiple patients caught up on their care plans! The recognition feels meaningful and it’s important to value our skills that are so important for patients, their experiences in the hospital, and their outcomes.” **–Alma Suarez, RN, Harborview**

## STANDBY/CALL

- 3 hour call back minimum (HMC to match NW)
- Standby after shift start at 45 minutes (NW to match HMC)
- Rest between shifts applies and non-RNs who are coming in from standby will have an 8-hour minimum apply when rest is interrupted (all RNs continue to have the 8hr minimum) for most job classes who take standby.



“After lots of actions, we finally agreed on rest between shift language. This is a huge win for job classes that take call. It not only compensates us for having disruption in our sleep schedules but it also puts us at parity with the nurses. This is something we have been fighting to get for years and is truly a well-deserved win. It will be exciting to continue our fight and continue to win more improvements to call in future contracts.”

**–Angela Swindle, Interventional Cardiovascular Technologist, Harborview**

## MANAGEMENT INITIATIVES

### Actual Time Reporting (HMC)

- While management insists that they are planning to change schedule practices to avoid future lawsuits, those changes are not part of this agreement. Bargaining over that change and the effects is ongoing.
- Our principles in bargaining are mitigating the impacts of the change through extra time off and flexibility
- Ensuring that all work is completed on paid time and that no one is penalized for completing their work
- Maintaining our practices on the grace period

### Multi-campus float pool

- Management would like to establish a float pool like a staffing agency to serve the 3 UW hospitals. Our agreement includes a willingness to discuss the topic further.

### Elimination of double time incentive shifts

- We maintained this incentive shift at Harborview



"During acute staff shortages in Respiratory Therapy and I know in many places in the hospital Double Time Incentive Shifts are instrumental in staffing and being able to provide safe patient care and prevent burnout. We fought hard to win double time, we fought hard to keep double time and this is a win for everyone in the community. Double Time often plays a pivotal role in ensuring adequate staffing at Harborview."

**–Neeru Kaur, Respiratory Care Practitioner, Harborview**

## OTHER IMPROVEMENTS!

### Temporary and Intermittent

- Standardized and described with minimum availability
- Float pay applies (if in float pool)
- Calling out sick for a scheduled shift counts for minimum availability
- Correction to credit for experience
- Weekend premium applies (NW to match HMC)

### Union Rights

- Updated membership roster info
- Delegate work on paid time if working (including on investigations and grievances)
- Use of CE time to increase delegate training time
- New quarterly strategic LMC and committee consolidation (both)
- All committees in contract on paid time (NW to match HMC)
- Access to workplace violence committees
- Workers under investigation are entitled to "the subject of the investigation" when the meeting is scheduled
- Maintained multiple grievance representatives in the case of training
- If there is an apprenticeship, it will be through the training fund
- Improvement in paid bargaining time

- Correction to credit for experience – everyone, regardless of start date should be getting or can ensure year for year credit for experience
- Inclement weather defined. Use of various leaves (not sick) when we can't come in. Access to sleep rooms and showers if we're stuck. Cap of 16 hours of work
- Transfer rights clarified when leaving the bargaining unit
- Can use any time including unpaid to make up hours on a holiday
- Broad definition of family member for sick and bereavement (NW to match HMC)
- Leave due for emergencies including eldercare (NW to match HMC)
- FMLA language expanded to all paid time through the law
- FSA limit expanded per the law
- Update on how sick time gets paid out upon retirement
- 4 paid representatives for effects bargaining – 30 days notice of changes
- A process to get boots (NW security and other NW depts)
- Overpayment recovery cannot be used for retaliatory purposes

## LAYOFFS

### HMC

- Maintained HMC time as the layoff seniority unit
- Created a unit seniority for purposes of internal bids

### NW

- Clearer process for layoff
- Addresses multi-geographic clinic groups
- Use of 2 hours of mandatory education prior to mandatory low census

## AIRLIFT NORTHWEST

- |  |   |
|--|---|
| • Pay for travel for mandatory education       | • Pay for lodging when travelling       |
| • New boots every 3 years                      | • \$3 reassignment premium              |
| • New vest/jacket every 5 years                | • Codified the 5% Alaska premium        |
| • Properly fitting helmets paid for by Airlift | • Clarified the definition of Seniority |



"We won critical protections for clinic workers should a layoff ever occur that honors our longevity and working conditions. We made management realize that clinic workers have unique working conditions that are different from hospital workers and need to be honored in any layoff situation." **–Judy Sohl, MA, UW Medicine Clinics**



## WHAT'S NEXT?

- Join the Healthcare Leadership Fund to help elect representatives who care about working people and will work to pass legislation to fund healthcare in our communities.
- We need to use the tools available to us through the contract and the law to enforce our rights!
  - Credit for past experience
  - Are you being paid at the right wage step for your experience? If not, you should contact your manager and ask that they request a recruitment and retention experience review.



## REPORTING STAFFING ISSUES

### Labor and Industries is the enforcement agency.

<https://www.lni.wa.gov/workers-rights/workplace-complaints/worker-rights-complaints>



### Missed Meal Breaks:

- We have a right to an uninterrupted break without “buddying up.”
- Healthcare workers must receive meal and rest breaks in accordance with the law.

If you got a break but you or a coworker had to “buddy up” to get that break, file a complaint with the staffing committee that the department wasn’t following its staffing plan during that time.

### Standby/Call:

- It's not lawful for us to get called in to cover a sick call if we were placed on standby through a mandatory process.
- This also includes when on-call time is used to cover planned procedures requiring overtime.
- File directly with L and I for these violations.

