



# University of Washington Housestaff Association

March 5, 2020

Dear President Cauce, Dean Ramsey, Dr. Dellit, and Dr. Joyner,

The University of Washington Housestaff Association (UWHA) has been working on an expired contract since the summer of 2019. We recently completed our **twenty-fifth** bargaining session with UW Labor Relations. We are pleased with some mutually agreeable improvements, but we remain apart on key financial aspects of the contract.

Drs. Dellit and Joyner told us that our contract negotiations and uncertainty around it are **“distractions”** during this challenging time for UW Medicine. **We agree.** Our members have been without a contract for **nine months** and without raises or improvement to working conditions that both sides agree are necessary. Trainees have spent more than 100 hours at the bargaining table, 100 hours of time away from patient care. Working without a contract is a distraction, particularly when hundreds of us struggle to afford rent and childcare.

UWHA members and our negotiation team are the front lines for UW Medicine, playing a critical role in response to the COVID-19 epidemic and putting ourselves at risk. We will *never* put our patients second, but securing a fair contract will help residents approach this crisis with enhanced morale.

Today, March 5th, UWHA submitted a package proposal to Labor Relations. This proposal contains significant concessions by UWHA on multiple financial and non-financial aspects of the contract, including halving the percentage increase we are asking for in salary and reducing or eliminating the majority of economic asks. Our concessions today are extensive and far outstrip any moves made by the employer in over eight months. We do this in the hope of rapidly working together and agreeing to a contact.

If we can reach a mutually-acceptable agreement on Articles 1, 6, 12, 16, 21, 23, and 25, UWHA is prepared to cancel the Review of Systems Action planned for March 16th. We believe we could rapidly ratify a contract thereafter.

We are committed to swift agreement once we have a fair contract for our members. UWHA has made a good-faith effort and significant concessions in order to hasten an agreement. We need your help to empower your bargaining team to do the same. Help us continue to provide the **best** medical care in the world to our patients. We look forward to UW's response to our proposal.



Sincerely,



Kisha Clune, MD  
Lead Negotiator  
Psychiatry



Zoe Sanstead, MD, MBA  
Vice President  
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Richard Taing, MD  
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Jordan Urbanek, MD  
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cc: Banks Evans