

1 2019 RES-473 (As amended by Executive Committee on 2/20/20)

2 ~~SUPPORTING BARGAINING BETWEEN SEIU HEALTHCARE WISCONSIN UNIVERSITY OF~~  
3 ~~WISCONSIN HOSPITALS AND CLINICS AUTHORITY (UWHCA) REGISTERED NURSES~~  
4 ~~AND UNIVERSITY OF WISCONSIN HOSPITALS AND CLINICS~~

5 CALLING ON UNIVERSITY OF WISCONSIN HOSPITALS AND CLINICS AUTHORITY  
6 (UWHCA) TO VOLUNTARILY RECOGNIZE THE UWHCA NURSES' UNION

7 The nurses at the University of Wisconsin Hospitals and Clinics Authority (UWHCA) for decades  
8 have provided outstanding direct patient care. Their culture is rooted in a long-standing tradition  
9 of mutual respect among the hospital system's administration, board of directors, and organized  
10 registered nurses making it for years the best place to work and to receive care. In recent years,  
11 there has been a shift from these core values of fully supporting top quality nursing, and towards  
12 a value of prioritizing maximum corporate profits.

13 These changes have caused many good nurses to leave the organization, exacerbating the  
14 current staffing crisis at the University of Wisconsin Hospitals and Clinics (UWHC). Operational  
15 efficiency at UWHC can be improved without jeopardizing patients or staff, but this requires a  
16 collaborative ecosystem where professional nurses, the administration and the board work  
17 together to achieve these shared goals.

18 The nurses have formed a union, and have chosen SEIU Healthcare Wisconsin to be their  
19 representative.

20 **NOW, THEREFORE BE IT RESOLVED**, that the County board fully supports the nurses'  
21 unionization efforts and calls on the UWHCA board to voluntarily recognize their union. This will  
22 facilitate the decades-long tradition of productive and positive collaboration with organized labor  
23 that made UWHC the kind of remarkable hospital system the people of Wisconsin deserve.

24 **BE IT FURTHER RESOLVED** that the County Board calls on UWHC to meet and confer with  
25 the union regarding staffing and scheduling concerns, with the highest priority being placed on  
26 setting safe and appropriate nurse/patient ratios for every nursing unit.

27 **BE IT FURTHER RESOLVED** that the County Board calls on UWHC to return to a just-cause  
28 standard and Weingarten rights for all. These long-standing, fundamental workplace rights at  
29 UWHC were eliminated by the current hospital leadership. These rights are essential to re-  
30 establish an environment in which nurses are able to function as fearless patient advocates and  
31 trusted leaders of the health care delivery team.

32 **BE IT FINALLY RESOLVED** that a copy of this resolution be sent to the UWHCA board, Chief  
33 Executive Officer Alan Kaplan, MD of UWHC, SEIU Healthcare Wisconsin, and the Dane  
34 County legislative delegation.