

UWMC Montlake WSNA Officer Candidate Statements

Chairperson and Vice-Chairperson: Vote One for each



Sarah White, 5S MBU

I am running for Chair because UW Montlake nurses deserve stronger advocacy, fair pay, and a contract that truly works for us. Despite working in one of the most expensive cities in the country, we remain among the lowest-paid nurses at major Seattle hospitals. It is frustrating to see other hospitals win stronger contracts while our unit has made little meaningful progress. I believe our nurses should not settle and I am committed to pushing for higher wages, addressing the loss of flexible scheduling, and making our contract clearer and easier for nurses to understand and use.



Josh Villegas, 5SE CCU

I have worked at MultiCare, Swedish, Virginia Mason Franciscan Health, and Valley Medical Center and I can say that UW Medical Center Montlake is behind the competitive wages, benefits, and safe staffing. For years, I have worked along with my coworkers at MultiCare Tacoma General and Valley Medical Center so that nurses are provided with proper break relief nurses. If UW can provide care that is backed up by the latest research and have a patient net revenue of \$2.3 billion dollars in 2025, they can give us break relief nurses for all units, increase our Sick/PTO, and increase our premium pay. It is unfortunate that UW has made nurses here to believe that "less is more." Working in conditions such as admitting beyond our staffing plan and working a night shift without proper PCTs and break relief coverage. I believe our voices are strong when we come together, use clinical data, and empower those to fight for better working conditions. Together we can retain our nurses and increase patient safety!



Mark Beaumont, 5SA Card ICU

I have served on the UWMC WSNA Bargaining Team and Staffing Committee for the past year. I believe UWMC nurses would benefit from greater familiarity with the power, protections and rights we collectively have as union nurses. My goal is to broaden our reach at Montlake, empowering nurses in every unit, procedural area and clinic.



Chris Jakubowski, Invasive Cardiology

I have been an RN at Montlake for 15 years and involved in contract bargaining for 10 of them. It has been my honor to be a union officer for you the last seven years, participating in the staffing committee monthly as well. With a few leadership positions open we will have several new officers. I bring experience and historical perspective as we have moved from the uncertainty of COVID to the uncertainty of a changing healthcare system (facing AI and Medicaid reimbursement). Thank you for your participation and all the work

you do.

Isaiah Squires, ED

No information submitted

Secretary/Treasurer: Vote One

Doug Harper, 4SA NICU

No information submitted

Grievance Officer: Vote for up to five



Jan Bower, OR

I've been a nurse at UWMC for over 40 years. Most of the time was spent in the OR, but I did several years of Quality Improvement, Risk Management, and some work for the Medical Director. I have been serving as a Grievance Officer for many years. I am passionate about fairness and treating everyone with respect. I know from time to time we find ourselves in situations where maybe a mistake was made, there was a misunderstanding, or we were just going through a hard time. I am there for you to help guide you and work with the appropriate departments to find an agreeable resolution for your problem, I look forward to continuing to serve as one of your Grievance Officers.



Madison Schumaker, 8NE Oncology

I am seeking this role to further my professional growth, but more importantly to be a resource for my colleagues who deserve to feel supported and safe in the workplace.

Charity Lopez, 5SA Card ICU

No information submitted

Isaiah Squires, ED

No information submitted

Sarah White, 5S MBU

See Candidate Statement for Chairperson and Vice-Chairperson

Membership Officer: Vote for up to two



Aaron Hurd, ICU Resource Team

I am excited to accept the nomination for Membership Officer. I am interested in this role because I want to better understand the union and its work with nurses at UWMC. I also look forward to collaborating with peers who can offer new perspectives on our professional community. I am hopeful that this role will help me grow professionally and open new opportunities to serve.

Rae Davis, Heart Institute

No information submitted