



Voices United for Power

OUR UNION DIFFERENCE



SEIU Healthcare
United for Quality Care

Swedish Medical Center

We build a better hospital and community through our union

Through our union, we have won improvements to our patients' care and to our families' future. In our 2015 contract bargaining we forged a path forward for better care and jobs at Swedish through our union strength. Providence wanted to degrade the standards for our healthcare and retirement and other standards that reflect our hospital's longstanding respect and investment in us with inferior cookie-cutter corporate approaches that have no place in our community. We stood up and fought back, united as thousands of co-workers, community members, and faith and elected leaders holding an information picket. We won—we moved Providence to put patients and our community first through a great contract.

It's up to us to remain united and keep taking action to keep winning better care and jobs.



Affordable medical benefits that don't put us in debt

In 2015 we stood together across the system to say no to catastrophic high-deductible plans and yes to quality, affordable medical benefits and we won. We pushed back against the takeaway of the PPO that Swedish-Providence proposed to eliminate by 2017. Instead we expanded access by switching from First Coice to Premiera, lowering the FTE requirement to full-time benefits to .75 FTE, and removing cost-barriers—all while keeping our premiums the same. We have more work to do, but we've shown that united we can make a difference in our healthcare costs.

Investment in EVS training

EVS workers showed our strength when we stood with our co-workers and won new tools and resources to support ourselves and our co-workers. We are pressing management to make continuous improvements by offering enhanced trainings for EVS workers. Once an EVS Tech finishes the training, they have an opportunity to receive a wage increase if \$0.75/hour.

The Safety and Staffing Subcommittee (with the assistance of the Training Fund) has expanded our training schedule to provide trainings for an additional 135 EVS techs through the end of the year. For more information on when the next training is for your campus, you can call Cirihn Rogers Malpocher at 425-255-0315.



"As housekeepers, we're the first people to go into the hospital and the last people to leave. The CHEST training makes us feel better about ourselves as housekeepers. We get to learn more about the job we do for a living and get rewarded right away. This training is expensive to do on our own. This certification means something and makes me feel better on the job. I am excited for my co-workers to go through the training so we can all feel like more a part of the same team."

Bill Hargrove, EVS Tech, lead, Swedish Ballard



Leading the way with wages that respect, recruit and retain

In our union, we've shown that when we stand together and take action we can move Swedish to invest in us in a way that allows Swedish to recruit and retain great staff to give great care to our community. By bargaining wages that respect our work we're able to lead the way with a wage scale and annual raises. In addition to our step increase (a raise on our anniversary to respect our years of service), all SEIU Healthcare 1199NW Swedish members receive:

- A 3.5% raise following contract ratification in 2016 and 0.5% raise on 1/1/16
- A 3% raise on 7/1/16 and a 0.75% raise on 1/1/17
- A 2.25% raise on 7/1/17
- A 2.25% raise on 7/1/18

For the life of the contract we all receive a minimum of a 12.25% raise!

We improved staffing for Labor & Delivery

When management isn't hearing our voices and giving us what our patients need, we have the power as a union to come together and take action to make our voices heard. When management tried to lower our standard of care by eliminating the C-section team at First Hill, we stood up. We were able to tell management that C-Sections are a special procedure that require experienced nurses and techs.

Because we took united action we protected our C-section team and won other staffing improvements. We improved core staffing on all shifts for techs and nurses and we kept our vacation scheduling. Through hard work and commitment across the entire 5S and 5E units we have improved working conditions, maintained and improved quality care for moms and babies, established a process for discussing staffing and scheduling going forward.



"Swedish wanted to take our staff away and increase the work load. This makes staff feel less appreciated. The scrub techs have their own jobs and are busy giving the best care they can and this felt like management was telling them they weren't doing enough work so here is some more. We told management that to give good safe care and maintain the Swedish reputation for excellent care we need appropriate staffing. We not only maintained staff but we beefed it up, so instead of cutting them we actually got more. We also got the same thing to happen with the C-section team which they originally wanted to cut."

Libbie Larsen, RN, Labor & Delivery

Caregivers have a path forward through the SEIU Healthcare 1199NW Training Fund

In our 2013 bargaining, we stood together and moved management to invest in us by joining the SEIU Healthcare 1199NW Multi-Employer Training Fund, where we have upfront tuition assistance up to \$5,280/person, tutoring and career counseling at no cost, and workshops like English and computers.



"The Training Fund is awesome! It provides a nursing career opportunity I always dreamed about but thought I could never afford. While working part time at Swedish, I've been able to use the training fund to get first my MSN, then a DNP, and now I'm pursuing my post-graduate nurse practitioner certification. I have been a nurse for 24 years and look forward to a new challenge and opportunity."

Stephanie Nagai, RN, 6E Rehab, Cherry Hill

We're sticking together to make even more improvements!

As SEIU Healthcare 1199NW members, we know that our unity is the reason we have been able to win leading standards at Swedish. By staying united and taking action we have moved Swedish, and now Providence, to do the right thing. We have taught management that we will never stop advocating for our patients and our families. Recently, Providence has tried to ignore the contract we fought for and won in 2015—and we are taking action to hold them accountable. That's why over 30 of us drove from Issaquah to join our elected Executive Board members to march on Guy Hudson. By taking action, and never going backwards, we will win for our patients.

