

Victory! Swedish Held Accountable by National Labor Relations Board

As a union, we stand up together and speak out for what is best for our work and patients. When we do this, we can improve standards, make changes, and hold Swedish accountable to quality care. We know we can send a powerful message when we take action together and our rights to do this are federally protected.

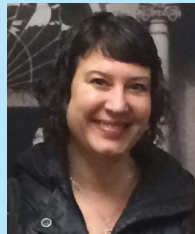
The National Labor Relations Board enforced our rights. We filed Unfair Labor Practice charges regarding Swedish's unlawful circumvention of bargaining regarding our emergency department schedules, illegal implementation of the staffing and scheduling changes, and the unlawful termination of Meg Cristofalo for her union activity.

The NLRB is clear: our work is protected.

Some highlights of what we won:

- The employer is required to post and email out a notice that states that it is our legal right to engage in union activity, and that Swedish is prohibited from retaliating against us for this activity. They will be posted throughout our workplaces, including in ED break rooms and cafeterias. It will be several weeks before this gets posted as it comes through the National Labor Relations Board.
- Management cannot make changes to staffing guidelines without first bargaining the changes with us. They also have to return to the 2016 status quo regarding unlawful changes they made to the staffing guidelines in August 2017.
- The wrongful and illegal termination of Meg Cristafalo has been removed from her record. She will be made whole for losing her job including lost wages and benefits.

Together we sent a powerful message that Swedish cannot unilaterally make changes and disregard our contract, and they cannot violate our rights as frontline workers. This is the power that we have through our unity and by taking action through our union.



"This is a really HUGE deal in that it should make clear to all SWers and counselors that Meg was wrongfully terminated, that we are safe to engage in this work, and that we have power. They cannot get away with targeting us for trying to improve our ability to provide patient care through our collective power as union activists. I would be surprised if they retaliate on us again after this settlement. They also state in the letter that they are not allowed to make changes regarding our scheduling without bargaining and that they will go back to the previous version of the Staffing and Scheduling Guidelines from 2016, before they unilaterally changed it in 2017, if we want. This is a pretty significant victory for our small but mighty SW/counselors union."

Laura Wood, Social Worker, Cherry Hill ED

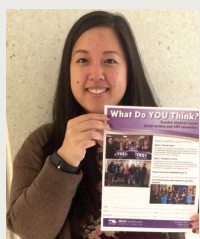
Bargaining Update: Swedish Raise is Not Enough

We're continuing to speak out for wages that will help us attract and keep the social workers we need. At our last bargaining session Swedish proposed a 2% wage increase effective in January, 2019. The 2% wage increase will be effective the first full pay period following Jan 1, 2019. That pay period is 1/6/19-1/19/19. The change will appear on the 1/25/18 paycheck. Our bargaining team and contract action team is clear that this is not adequate and we will continue to bargain with management. Other unionized workers at Swedish have received a 8.25% across the board wage increase in the time since we formed our union and have been in bargaining, in addition to the wage scale increases they've received. Please connect with your bargaining team and contract action team about the actions we will be taking.

Updated Timeline for Next Steps

- December: Bargaining Surveys distributed and collected by bargaining team and Contract Action Team (CAT)
- January: Our Bargaining Team meets to create bargaining priorities and proposals
- February: Bargaining Proposal Votes - membership votes on overall bargaining priorities and key concepts
- March: Together we begin bargaining with all 8,000 workers at Swedish Medical Center

Our Union's Delegate Leadership Assembly



"Laura Wood and I attended the Delegate Leadership Assembly and wanted to share some highlights. I felt empowered and supported by the 300-400 union delegates in attendance after leaving the assembly. They started the DLA with a panel of representatives from different systems, including Swedish and Harborview. SMC Executive Board member Betsy Scott represented Swedish and spoke to the entire assembly about our fight against Swedish-Providence management over the last two years. Providence's actions were met

with boos from the crowd, and a nurse from 11SW stood up to share her support for us. Throughout the assembly, I spoke to many other SEIU members about moving into 2019 and how bargaining will look for us. One of the delegates, CNA Sheron Ray said, "we need you, we'll be there with you." At the end of the assembly, Laura and I had the chance to connect with Diane Sosne, RN, President of our union, Ron Cole and Betsy Scott executive board members from Swedish said, "We don't have a crystal ball and can't predict the future, but one thing we can say for certain is that we won't forget you. You'll be at the table with us."

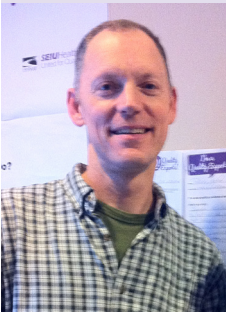
Leyna Ho, Social Worker, First Hill Inpatient

Swedish Providence members at the Delegate Leadership Assembly with SEIU President Mary Kay Henry and SEIU Healthcare 1199NW President Diane Sosne



Learning from Swedish Union Leaders

Many of us have been meeting for a happy hour over the course of the last few months to provide updates and to learn from other union leaders. We were inspired by Ron Cole’s story and wanted to share it with all of you. **Our Voice Counts!**



Ron Cole, RN, Float Pool, Cherry Hill Union Delegate and Executive Board Member

When I was a kid, I remember hanging out with mom’s dad who was an organizer for Seattle Sheet Metal local 242. I can recall he and my grandmother spending time in Kansas where they were helping to organize workers. I didn’t know what that was or what it meant but I was proud that he was an officer in the union, he wore ties and buttons that said, “Union Proud.”

I remember my first nursing job for the University of Washington, where WSNA was our union. I didn’t know what it meant really. I remember needing to be a union member because my family were all union members and I needed to be one too. So I joined, it was an open shop.

When I came to Swedish 20 years ago, I chose not to join the union. It was an open shop too but I had just bought a house and money was tight. I remember feeling guilty that I hadn’t joined and that my Grandfather was probably rolling over in his grave. Soon after, Swedish voted for a Union Shop and I became a Grand-parented member, meaning I didn’t have to “pay my fair share” to be a member.

By this point, I started paying attention to what the Boss was doing or in our case, NOT doing. I started having conversations with SEIU leaders that helped me to understand that my passion for providing

quality patient care for my patients was connected to what the union was doing. This left me questioning my status not being a member and my need to participate in the union.

Finally before a big union vote, I joined and became a member in good standing, a dues paying member who was owning his fair share. Since then I’ve become a delegate, the co-chair for my Unit Based Staffing Ctm., a bargaining Contract Action Team (CAT) member, an SEIU Executive Board member and finally co-chair for the Swedish wide Joint Staffing Committee. Each of these leadership positions only happened because my co-workers saw my leadership skills and continued to push me to be more and to work together with them through the union. I’m looking forward to bargaining the 2019 contract, standing beside my co-workers demanding to have a say in how we care for patients, how we retain experienced staff and how we move to hold the Boss accountable for their decisions that affect what we do in the workplace.

It took years for me to become a proud union member, to understand that the union isn’t an office in Renton, the union president or an organizer. The union is us. We the collective are the union. And as frustrating and maddening as it can sometimes be, we are the most democratic organization that I have ever had the honor to belong to; all of our voices count. None of us are doing this alone. I am proud to be my union grandfather’s son.

Three Reasons Unions Work!

1 ADVOCACY

As healthcare professionals we’ve chosen our work because we believe in helping others and providing care to all in our communities. The ability to advocate, not just for ourselves and our profession, but also for our patients and quality patient centered care is a core value of SEIU Healthcare 1199NW and a guiding principal in every contract. Healthcare is changing, it can feel like the business of healthcare is more important than our mission. If those of us on the frontlines delivering that care don’t have a way to speak up and be heard, who will? It’s so much easier and more effective to be that voice when we can speak all together and be supported by a community of other healthcare workers.

- All SEIU Healthcare 1199NW contracts include language protecting our right to voice patient care concerns without fear of retaliation.
- SEIU Healthcare 1199NW members have proposed and won: new staffing approaches, tracking and compensation of missed breaks, and innovative and new floating practices with employers across Puget Sound.
- We’ve successfully increased staffing levels when we stand united.
- Together we stopped closures and secured increased and on-going funding for programs at both Downtown Emergency Service Center and Harborview, both key place where behavioral health patients receive care. At Swedish we also stand together to stop changes that don’t make sense for our patients.

2 RECOGNITION

Union members make improvements in the workplace that recognize the work we do and result in better recruitment and retention. Our wages need to be fair and sustainable both for ourselves and our families and to prevent high turnover of staff. Once we’re united in our union at the bargaining table with the other 8,000 workers at Swedish we will demand with a stronger voice a fair and transparent exchange of information and ideas with management. We work with management to prioritize what matters most to all of us. Without a union, we don’t have a guaranteed space to bring these issues up with management. This is why it is critical for us to have a contract.

Bargaining will include proposals on: wage increases, credit for our experience, affordable healthcare benefits, secure retirement contributions, and continuing education. We have input on our bargaining proposals and we craft them together.

The contract can recognize our loyalty, seniority, and address how staff are treated and communicated with in the event of a restructure or layoff, ensuring no existing staff member would be asked to re-apply for their jobs.

In previous contracts at Swedish Medical Center we have won fair wage increases, recognition for previous experience, stronger staffing language, a multi-employer training fund, and baseline standard for fair treatment of everyone.

3 FAIRNESS

Union workplaces help create environments where all voices are respected. Contracts can promote clarity, fairness and equity and resolve differences. At Swedish Medical Center there are already five contract pre-existing, having a contract that aligns with all of the other workers at Swedish makes sense, we deserve the same respect management shows others.

Employees have the opportunity to negotiate with management as equals, management can no longer make unilateral changes.

A union contract is a legally binding document and includes neutral third party arbitration of disputes.

SEIU Healthcare 1199NW contracts have been some of the first in the state to include resources and support for staff to address discrimination and prejudice in the workplace and call for pro-active and documented steps to promote racial justice at work.

Social Worker and Counselor Bargaining Team and Contract Action Team

First Hill: Leyna Ho, Meg Cristofalo,
Katie Choumitsky, Elizabeth
Kopaskie, Clarissa Lindley, Suzanne
Bensinger, Stacie Eliopulos
Cherry Hill: Laura Wood, Ana Eusse
Ballard Helen Thorsen, Rose
Coleman, Rachel Shapiro
Issaquah Kelliegh Kinst