

# 8,000 Members of SEIU 1199NW Kick Off Contract Negotiations with Providence-Swedish!



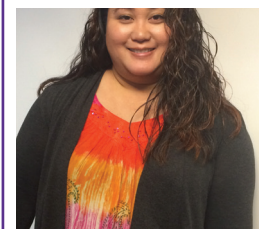
**We are united for quality patient care, safe staffing, fair wages, affordable health benefits, education opportunities and justice on the job!**

You could feel the energy in the room yesterday, when the 140 members of the SEIU 1199NW Bargaining Team held our first negotiation session with Providence-Swedish management. Every Swedish campus – and close to every department and job classification – were represented by a strong, united and diverse Bargaining Team, elected by our co-workers to protect our job standards and make urgently needed improvements for our patients, our families, our communities and each other.



"I love what I do because I love the positive impact we have with our patients. Especially in their daily lives, whether it's a new hip, saying goodbye to a loved one, patient care is crucial. Improper staffing is a barrier that I face personally. An example of this is when I'm unable to take a break because we're short staffed. How are we supposed to provide the best care when we are forced to go without?"

**Sabrina Rasch, CNA,**  
**Medical Orthopedics, Edmonds**



"I'm passionate about the work here because I can affect positive change for patients and fellow coworkers. That's why I find it difficult and frustrating when concerns raised by myself and fellow coworkers are not heard or even acknowledged as something important. But I do know if we work together, we can overcome those challenges to make Swedish the best place to work and receive care."

**Sheryll Valdez, Pharmacy Technician,**  
**System Coordinator for Pixis, Pharmacy, First Hill**



"Contract bargaining is our collective voice for our patients and our coworkers. We always strive to provide the highest quality care, but we have a lack of staff, our workloads are getting heavier and patient acuity is higher. Burnout is very real, and many new nursing grads leave within the first couple years. We're participating in our Bargaining Team to make sure our patients get the quality care they deserve."

**Ning Luo, RN, Lani Nacol, RN,**  
**and Bee Kanyarat, RN, Neuro-Epilepsy**

## Obstacles to providing safe, quality care

We talked to management about the many obstacles that get in the way of us providing the safest, highest-quality care to our patients. We backed this up with data from our contract bargaining surveys.

### Some of those challenges we face at work...

- Short staffing- Our survey said that 83% of us saw understaffing in nursing, 63% in EVS and 61% amongst CNAs.
- Unaffordable healthcare- 74% of us said we struggle to pay our high medical deductibles.
- Unsafe working conditions, including chemical exposure and assaults.
- Fatigue from mandatory call and missed breaks.
- Disrespect and discrimination- Over 46% of us witnessed discrimination or harassment at work.
- Workforce turnover.



"I am here to provide great care for my community, but I can't afford to live in the community in which work. The cost of living of Seattle and the wages I earn mean I can't live here, or save enough to send my kids to college."

**Tricia Jenkins, RN,**  
**Emergency Department, Cherry Hill**

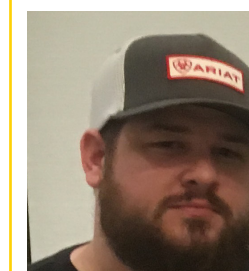
### And some are challenges we face in our communities...

- Unaffordable housing- 47% of us said we struggle to pay our rent or mortgage.
- Long commutes- Providence-Swedish workers commute an average of 84 minutes a day.
- Racial discrimination and inequality in housing, jobs, services and education.



"I wanted to work in a place that exemplified my home community's values yet I constantly struggle on whether I will have enough time to hear my patients' needs. Because of the short staffing we're constantly being asked to do more with less. It's unfeasible to float to the six different locations when a majority of our caregivers are not living in the same area they are assigned to work. We also need better compensation and a better staffing model for our departments to provide proper patient care."

**Ashley Yonemura, PSC II-LIC,**  
**Sleep Medicine Clinic (Left)**



"What I see when I go to work is that we don't have support and feel that no one really cares about us. I told my Director I have limitations from PTSD and she looked me in the eyes and told me to "get over it." I felt like I really didn't matter. It opened my eyes to see that is how we are treated every day at work. People in EVS are treated with disrespect. People who don't speak perfect English are treated with disrespect. We ask for support and we don't get it."

**Tyler Hartman, ED Tech,**  
**Emergency Services, Edmonds**



# Our Contract Principles

Compassionate Care,  
Not Corporate Care!

## Our Contract Team outlined our broad goals for our 2019 contract:

- Ensure that our patients receive the quality care they need in every part of the system, including improved standards in Environmental Services
- Achieve fair wages and benefits that recruit and retain qualified staff, and allow workers to live in the communities in which we work
- Secure affordable health benefits, because quality care depends on healthy caregivers
- Ensure training, education and career advancement opportunities
- Work toward racial justice, equity and respect for all, in both patient care delivery and our workplace.



"EVS workers are the frontline of infection control, but unfortunately we are treated like our voices don't matter. Management won't consider us equals, give us opportunities for training in the CHEST program, or listen to our concerns about how the chemicals we use impact patients and staff. We are a critical part of the care team, and our voices matter."

**Darlene Johansen, EVS Tech II, Environmental Services, Issaquah**



"I am the only charge nurse of color in my department, and I see so much disrespect toward other coworkers of color. Workers with accents are told to speed up when we are talking; we are told we are loud and sassy; we are treated like we are stupid; we are disciplined more quickly; when we apply for positions or promotions, we don't receive them even when we are more qualified. When we say we are committed to racial justice in the workplace this is what we mean."

**Carol Lightle, RN, Medical Oncology, Issaquah**



"I scan three year olds in the ER for appendicitis. I work with our transplant team to ensure that livers and kidneys are working well. I assist in procedures to give comfort to cancer patients at the end of their life, and I scan high risk OB patients, too. With the chronic staffing shortages, it's difficult to do my job well. Every time we sit down at management meetings I'm asked to do my job more, do it faster, and do it longer, not to do it well. I'm here to give great patient care and I want to see that Providence is going to show that they are, too."

**Jill Dorsey, Diagnostic Sonographer, Ultrasound, First Hill**



"We have a Nurse Tech on our floor who was strangled by a patient. We are spit on, kicked, hit. We don't have safe staffing to handle these patients. Now management wants to make conditions more unsafe by taking away our Resource Nurse. They don't want to have sitters, the HUC has been cut, the equipment tech has been cut, the IV team is gone, and if we need a PSA it has to come out of the staffing matrix. It's so bad we don't have time to go to the bathroom during our 12 hour shifts."

**Carey Bly, RN, Ortho Services, First Hill**



"I've given 19 years of my life to Swedish, but when I couldn't pay my medical bills they took me to collections. This problem is coming from Providence. I want to make sure Swedish is improving and going up, not being dragged down."

**Mustapha Drammeh, Sanitation, Nutrition Services, Ballard**

Our work as healthcare workers is critical to quality patient care and it is our work that makes Swedish Providence a hospital that our community trusts to provide care to all in our community, whether white, Black, brown, no matter one's gender, sexual orientation, country of origin. Swedish Providence's success as a provider in our community depends on us. We continue to have a vision that Swedish Providence could be the best place to receive and provide care for our community and we want to share with you that vision, as well as the concerns we have about what is getting in the way of this being the case right now.

**Racial Justice is the systematic fair treatment of people of all races resulting in equitable opportunities and outcomes for all.**



"I want to see the Training Fund continue, because it is a great opportunity for young coworkers to be trained and feel comfortable and supported. We

need young people to come to Swedish and remove barriers in their career aspirations and treated fairly."

**Leilani Farr, Staffing Assistant, Staffing Office, First Hill (Right)**

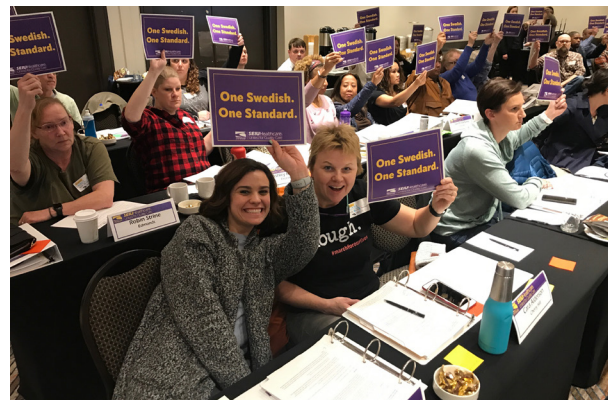
## GET ACTIVE!

Our union is US, and the strength of our contract depends on the active participation of every member.

Talk to a Delegate, Bargaining Team member or Contract Action Team member about getting involved in our union contract negotiations.

# The Crisis We Face

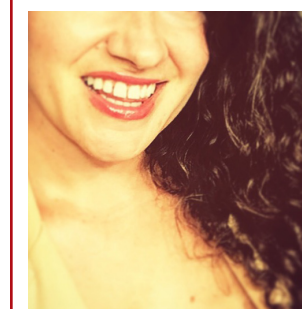
As Providence-Swedish workers, we are facing a severe and deepening crisis that threatens our jobs, our hospital, our communities and the quality of care we provide. Providence has implemented a corporate culture that puts executive pay and profits before the needs of patients and workers.



We can see this in the threatened staff cuts, the refusal to settle a first contract with social workers and counselors who joined our union, and the massive payouts to 15 top executives totaling \$41 MILLION in 2017.

Alongside Providence's profits-first agenda, some politicians are proposing to cut billions of dollars from Medicare and Medicaid and cripple the Affordable Care Act. Working people are under attack and the middle-class is being decimated as the richest .1% hoard more and more wealth.

We told management that we believe Providence-Swedish, as a religious nonprofit, should be working with us, not against us, to expand access to quality healthcare, increase healthcare funding and improve jobs for working Washingtonians. We are hoping this is the route they choose, **but we need to be prepared to do whatever it takes to protect and advance the quality of care and jobs at Swedish.**



"As social workers, we're helping our vulnerable patients with life and death issues, and we treat every one of them with respect and compassion. But we don't feel like Providence-Swedish management is treating us with respect and compassion. They have not negotiated a fair contract with us, so we don't have the same standards, benefits or wages as our colleagues."

**Rose Coleman, Social Worker, Emergency Department, Ballard**



healthcare workers, we should not be forced to be unhealthy.

**Sheron Ray, NAC, Surgical Telemetry, Cherry Hill**

## SEIU 1199NW Members at Providence-Swedish



**8,000 healthcare workers united**



**5 campuses**



**5 bargaining units**



**100's of job classifications**



**Newest members are social workers and counselors**