

Our Training Fund Is Our Best Path to Career Development

Our Training Fund opens opportunities to higher education and advancement in the healthcare field. Tuition assistance, resources for textbooks, support from career navigators, the ability to attend education events across the country, and many other dynamic educational opportunities comprise the incredible benefit that we have in the SEIU 1199NW Multi-Employer Training and Education Fund. The ability to shape courses to the needs of working people and the needs of the employer means that we can go back to school and move up in our careers while staying at Swedish.



“The Training Fund allows us to continue to have a full time job, and not make impossible decisions about whether to pay rent, pay for food, or pay for school. It allowed me to provide for my family but still progress in my field. The Training Fund is what keeps me at Swedish versus other

hospitals. As NACs our wage scale is lower-paying, so without support it would have taken years to become an RN. As a Person of Color there is prejudice and barriers to get my education and move up the ladder. It is education, access, and a ladder to better paying jobs.”

Ephraim Butin, RN, Float Pool, First Hill



“If it was not for the SEIU 1199NW Multi-Employer Training Fund I would have never been able to succeed in my career as a Registered Nurse here at SMC. Having the Training Fund at our hospital allows our employer to recruit and retain great coworkers,

because they know they each have an opportunity to advance their respective skill sets. Hospitals with the Training Fund demonstrate that they are supportive of staff members’ goals and dreams of advancing their careers.”

Trey McGuire, RN, Medical Specialty Unit, Issaquah

We Are Working Towards a Better Swedish

Our proposals and our work in bargaining raise up patient safety standards and make Swedish a better place to get care. We all deserve to be heard and valued for working towards a better future. We are taking action to directly contribute to the bargaining process by donating vacation hours to the bargaining team.

Vacation Donation:
Support our bargaining team

Donate vacation hours to our bargaining team!
Our bargaining team members are making a huge commitment to represent us at the bargaining table. Let’s all do our part so our team doesn’t have to use up their vacation time to represent us.

Number of hours I authorize to donate (minimum of 4): _____

Print name: _____

Signature: _____

Date: _____

By signing above, I agree to donate no less than four* vacation hours to help our negotiations with missed shift as a result of negotiations and I authorize Swedish Medical Center to deduct these hours from my vacation bank.

*Hours not needed by negotiations will not be charged.



ICU stands up for the staffing our patients deserve



“We wore stickers to prove to management that we really want to promote safe patient care. We had 100% of day shift and night shift participate because people are already really upset about what’s going on at Swedish-Providence. This is because of what happened a couple months ago with the sentinel event. We were short-handed, we needed help then and we need help now. We should not be under the staffing model that they implemented and we need everyone to participate. Any safety event should be a non-occurrence because all of them are preventable with the right number of skilled staff to take care of our patients. Any safety events reflect that we are failing our patients and someone’s loved one. No more of this! Not for our patients, not in our unit, not on my watch.” Lizette Vanunu, RN, ICU, First Hill



As Frontline healthcare workers at Providence-Swedish our number one priority is the safety of our patients.

For years, we have been raising increasingly urgent safety concerns with management with the goal of avoiding patient harm. We raised concerns regarding the changes at the Swedish Neuroscience Institute before the safety crisis became widely publicized in 2017.

Earlier this year, we sounded alarms about management’s proposed staffing cuts to hundreds of crucial positions such as the registered nurse IV team. We warned management about possible safety concerns for our patients but they forged ahead and made staffing cuts despite our warnings.

It is unacceptable for management to put our licenses at risk. It is unacceptable for us to be put in positions where we provide anything but the best care. We call on management to work with us for patient safety by agreeing to maximum limits on patient assignments and our other proposals for safe care.

These principles unite us:

- Ensure that our patients receive the quality care they need in every part of the system;
- Achieve equitable wages and benefits that recruit and retain qualified staff, and allow workers to live in the communities in which we work;
- Work toward racial justice, equity and respect for all, in both patient care delivery and our workplaces.

Standing Up for Patient Safety and Infection Control

We are uplifting patient safety by uplifting the infection control standards of Environmental Services.

Our proposal for staffing in Environmental Services creates work load limits for the first time, creates an Organizational Equity and Inclusion committee to address issues of favoritism, racism and sexism in our hospitals, and expands training opportunities.



“I am one of the people trained in the CHEST certification program and it is very important for us and everybody working in Environmental Services. It helps us improve our skills and be more aware of infection prevention around the hospital. A lot of us would like to get the CHEST certification to go forward, get more skills, and help us improve ourselves. Retaining good employees means good staffing. Fair compensation is a primary driver, and also secure retirement. These benefits are becoming more important to staff retention.”

Diana Garcia, EVS Tech, Environmental Services, Edmonds



“My coworkers and I rely on the right chemicals to prevent infections. If we are not using the right chemicals, infections can spread. We need to make sure everyone is aware of what is in all the chemicals and what they are best used for. Employees also need to feel like they know that chemicals will be safe for them and their health. This proposal is right because it makes sure that we create a plan B for people who cannot tolerate certain chemicals and still prioritize infection control.

Right now we are really short staffed, so my coworkers and I get a lot of pressure from our supervisors to hurry. We need sufficient time to clean at the level that we should and I feel guilty when we’re told to rush. If we ever object to the stressful and heavy workload we are told to go home. I worry about the impacts on patients when we are given too much work for an 8 hour shift. No matter who you are or how much money you have, we will probably all end up in a hospital room one day, and we have to think about what kind of illness a patient might suffer if they can’t be ensured a clean room. This proposal creates a way to assign safe workloads to everyone so that all our patients can be ensured a safe and clean bed to lay on.”

Carmencita Smith, EVS Tech, Environmental Services

Break Rooms for All

EVS are being barred from taking breaks in the break room of the units they clean. EVS workers are full members of the care team. Discrimination is not OK. We told management this needs to be fixed now and we expect immediate implementation.



“Last year, my coworkers and I took an action on our former supervisor. Among our demands, we wanted to be given access to all breakrooms for the floors on which we work. I want to make sure that all EVS workers are welcomed in the break rooms and stop being treated like a different class. If we were truly included in breakrooms, many of us would chose to eat in the closest breakroom instead of having to walk all the way to the cafeteria and then rush back to my floor when we are done. Some people can make it hard to be ourselves because we are in different cultures and our food smells differently as well as we have different customs – like our prayers. When we are not welcomed in the breakrooms we clean, we have to suffer the consequences of feeling othered, taking time from our regular breaks to go find a comfortable space, and we don’t get the opportunity to build good relationships with the people we work side by side with. Being given the option to eat and rest with the people on my floor is going to create healthy relationships and that’s why our proposal to get access to breakrooms will make our hospital stronger.”

Angel Sherburne, EVS Tech, Environmental Services, Cherry Hill



“I want to talk about the bed bugs and the lice that patients sometimes have. It is very important for me. When a patient comes in with lice or bed bugs and then they are discharged, we just have to clean it. It’s not safe because we’re not trained to treat bed bugs. We can bring the bugs home and have them in our apartment, or another patient can bring them to another room. We need special services from people who are trained to come and treat those rooms. ”

Amie Ajmeh, EVS Tech, Environmental Services, Issaquah

Providence’s Proposals Do Not Meet Patient Needs

July 1 Unity Break!

We are united for improvements to staffing, pay, healthcare benefits, and our proposals that will protect patient safety at Swedish.

We are coming together on July 1 in our hospital cafeterias for a unity break. This is an opportunity to get updates from our bargaining team about what is happening at the bargaining table and how we win significant improvements in the areas of our contract that matter most.

We are working to move Swedish forward and raise standards of care. Management’s proposals do not represent the staffing needed to ensure every patient will get the safe care they deserve. Management’s ideas for the future don’t keep up with the rise in the cost of housing that we have experienced under the current contract, and come nowhere near meeting our future needs.

Year	Our proposal for Across the Board wage increases (in addition to steps)	Providence proposals
2019	7% July 1	2% 1 year after ratification
2020	6% July 1	2% 2 years after ratification
2021	5% July 1	1.5% 3 years after ratification
2022	Negotiate a new agreement	1.5% 4 years after ratification