

Increasing funding to the Training Fund to meet the high demand!

More people are using the Training Fund than ever. This fantastic career development benefit is in high demand. At the same time, tuition costs have increased 50%.

We are proposing to increase the employer contribution to keep up with rising tuition and to meet the demand.



"Years ago before the Training fund I attempted to work, go to school and live on my own. I ended up with a decision between the place I live and school. I paid my rent and left school. With the creation of the Training Fund I saw a great service. I got involved and served on the Board of Trustees. I want people to know and take advantage of

Training Fun--especially people of color. Approximately half of the participants in the Training Fund are people of color. I am fighting for Racial Justice. Relationships like the Training Fund are a move in the right direction to help dismantle institutional and structural racism. Our proposal makes sure this keeps happening and improves the benefit, for the betterment of everyone."

Michael Scott, Radiology Assistant, Medical Imaging Admin, First Hill



"I think the Training Fund is fantastic. I use it to be a member of my professional organization, and many of my co-workers use it for the same reason. For many of us, there are only a couple places you can go to do your nursing prerequisites. I've taken classes through the HEET program, books, tutors, childcare—it's a whole wrap-around model of

support. For a lot of us this wouldn't even be possible otherwise. It can be so hard to be a working adult. Not only that, it also supports our goal of racial justice in our system. A large number of our techs and EVS workers are people of color. It's so much easier to get into these programs and have access to this kind of improvement in your life with a benefit like this available."

Jenifer Hollyfield, Surgical Technologist, South Tower Surgery, First Hill

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.



We Need Real Commitments From Providence

We are all concerned with the standard of care our patients receive, affordable medical benefits and the rising cost of living. Providence has ignored most of our proposals to make Swedish a better place to give and receive care and has proposed to lower Swedish standards of time off and medical benefits down to those in the rest of the Providence system. Now is the time for us to hold Providence accountable to us and our patients—we can do that by acting together all across the Swedish system.

We can't sit by and wait for things to get worse.

Providence needs to put quality patient care first!

July 26 Rally at Providence Headquarters

Providence workers across the state face the same severe understaffing, unaffordable health benefits, unfair wages, cuts to sick time and disrespect and discrimination as we do. Meanwhile, Providence raked in 24.4 BILLION in operating revenue last year and CEO Rod Hochman had a 157% increase in total compensation in 2017.

We are sending a powerful message directly to Providence corporate—'Providence needs to put quality patient care first!' When we rally at Providence St. Joseph Health headquarters.



"We need to get involved and stay involved because our proposals are aimed at making Swedish Medical Center better, lifting up standards for all employees and keeping our patients and our community safe. Management's proposals take away benefits and drive our standards down. That's why we need to stand together and fight for our right to make a livable wage, give safe care, and be

able to support our families. Now is the time to take action because our future is at stake. Please join me on July 26 to hold Swedish Providence accountable"

Teresa DeLeon, Registrar, Patient Registration, Cherry Hill

Action Vote Across Swedish

We are coming together in a Swedish system-wide action vote to show our unity and plan our action steps!



"This is the time to shine and tell management that our proposals are the right direction for our future, our patients' future and the future of the hospital as a whole. I got a little one that needs to go to college, so we have to stand together hand in hand. To all the new people in our union, I want to make sure they know there is a better way and we can make a difference. We are strong and the

action we vote on will be bigger than ever because we are more united than ever. We need to come on our day off. Every vote counts!"

Carol Lightle, RN, Medical Oncology, Issaquah



"It is imperative for the future of healthcare that in order to provide safe, effective, and quality care for our patients, the healthcare system needs to take care of and support its workers first. That's why I am taking part in supporting our bargaining team in working to improve healthcare working conditions. That's why it is important for everybody to come down to take action."

Leigh Gibbard, RN, Oncology, First Hill

Dignified Retirement For All Of Us

Many of us will spend our entire careers at Swedish caring for patients and our community. When we retire, we deserve to do so with dignity. For those of us with the 401k, we rely on the base contribution and the match to make our retirement savings and put enough away to take care of ourselves in our retirement. Right now, our retirement is made up of:

NOW

5% Base (goes into our 401k whether we contribute or not)

2% Employee Contribution (could be more)

2% Employer Match

7% from the employer (9%+ including the employee portion)

WE PROPOSED

0-4 years: 5% base (goes into our 401k whether we contribute or not)

- 2% employee contribution (could be more)
- 2% employer match

5-9 years: 6% base (goes into our 401k whether we contribute or not)

- 3% employee contribution (could be more)
- 3% employer match

10+ years: 7% base (goes into our 401k whether we contribute or not)

- 4% employee contribution (could be more)
- 4% employer match

Total:

0-4 years: 7% from the employer (9%+ including the employee portion)

5-9 years: 9% from the employer (11%+ including the employee portion)

10+ years: 11% from the employer (13%+ including the employee portion)

Many experts say that we should be putting away at least 10% of our income, and really more than 15%, to have a sustainable retirement. This proposal helps us achieve that.

Instead of fully valuing our careers as healthcare workers, Swedish-Providence's proposal would decrease their base contribution into our retirement for those working 0-9 years at Swedish, make it harder to get a match on our own savings, and decrease their match. They also proposed to only make contributions into retirement savings at the end of the year, meaning anyone who leaves mid-year gets no retirement contribution that year.



"With the projection that Social Security will face a reduction of benefits by 2035, the importance of saving for retirement for all employees is greater than ever. The traditional "three-legged stool" of retirement planning—Social Security, retirement plans, and other investments—is becoming a lot more wobbly, and bargaining for the best retirement package possible for all of us is increasingly important. We need to unite to ensure everyone's stability in retirement; a dignified retirement for all"

Jen Griffith, RN, Electrophysiology, Cherry Hill



"Our 401K retirement proposal gives us the best chance to retire with dignity. It puts us far above the level of poverty we're currently facing if the current Swedish retirement plans continue as is. In our economy, saving for our future retirement is often hindered by personal hardship- including needing to take out loans against our 401K. Our proposal will strengthen the retirement benefits for all of us- those who are just starting out our careers, and those who have worked for years and continue to struggle to put away money."

Jessica Cook, RN, PCU, Edmonds



"Our 401k ties into our proposals on wages, racial justice, and others because in order for me to serve the community I work in, I had to take a loan from my retirement security to buy a home and put a roof over my family. I couldn't afford to buy my family's historical home in the city of Seattle because of the cost of living so I had to buy a home in Burien. I worry about my retirement security and my ability to get my kids through college. I still have 491 payments left on my 401k loan repayments. So for 30 years I won't be able to make any money off of the money I took out. I worry I won't be able to sustain myself in my retirement. After reviewing the sources of the total balance of my 401k, I realized that only 18.26% is matching. Because of my current financial struggles I can only contribute the minimum to my plan, and if I continue to do that, I'm never going to be able to retire. We deserve better." **Tricia Jenkins, RN, Emergency Department, Cherry Hill**

Management's New Bad Idea: Eliminate Subcontracting Protections

Many important roles in the hospital could be done by an outside agency.

Subcontracting means taking short cuts and paying workers less. Management's focus on profit is unacceptable. We are committed to continue providing the best care.



"This proposal is horrible for so many reasons and it is a direct threat to all caregivers at Swedish. We just saw this with Physical Therapy, they laid off all our outpatient PT's and brought in a subcontracted company. The impact to us is that it is not even a service we can access as tier 1 in our medical benefits. So many of us have dedicated our entire careers to giving great care at Swedish. I've worked at Swedish since 2002 and a subcontracted Imaging Tech won't be committed to our patients. It's upsetting that management would choose to cut costs over quality care." **Jim Anderson, Imaging Tech, Medical Imaging, Ballard**

Recognize Our Social Workers and ARS counselors



"After three years of bargaining and being repeatedly denied a fair wage scale in line with our colleagues at Swedish Edmonds, management brought a wage scale proposal with steps for MSWs matching our colleagues at Edmonds. This is a huge shift and an example of the strength we have with the entire union membership behind us and of our continued perseverance and hard work in spite of the lengthy fight. Unfortunately, there are still outstanding questions about the details of the scale they gave us, such as how and if credit for past experience will be applied. Also, they have chosen to put a scale forward where ARS counselors are 30%

below MSWs, whereas in our most recent proposal, they proposed a scale 10% lower than social workers. We will continue to fight for a fair contract for all MSWs and counselors. There is still work to be done before we accept this proposal but we are excited about the step in the right direction."

Rose Coleman, Social Worker, Social Work, Ballard