



SEIUHealthcare®
United for Quality Care

Swedish Medical Center

Have you ever turned your back on your patients? No, and we won't now!

We've seen cuts that hurt patient care.

Management has proposed cuts to benefits that will create even more vacancies.

We've made proposals to ensure commitments for patients and us, but those proposals have been ignored.

We've bargained, picketed and earned the support of influential leaders in our community.

Now, on behalf of our patients and the commitments that Swedish-Providence has not made for them, we are voting to strike.

Wednesday, October 30

**Vote Launch from 5:30p – 6:30p
at The Summit on Pike
420 E. Pike St, Seattle, WA**

Thursday, October 31

Vote begins at all campuses!



"Swedish/Providence did not give us much option but to take a stronger action. We have fought hard to keep our patients safe, to bargain for a fair contract and to give our community the best healthcare standard we could possibly offer. Management chose to ignore this and continues to put their profits over patient safety and our demands. We cannot allow this to continue any longer. I urge everyone to keep fighting, to stay firm with our demands and

keep our union strong. We all need to send one clear message to Swedish-Providence and vote to go on strike, if it comes to us."

Rey Parana, RN, MCFP



"We need to make a stand so that us as employees can get the respect that we deserve, and our patients can receive the best care possible. When there are callouts management doesn't call anyone in to cover—they just split the workload amongst the people that are already working. The way we are treated brings morale down in the department and makes us feel like we are not important. It also leads to injuries and illnesses. Our work taking care of

patients is too important to just sit back and let this type of treatment from management continue. We have no choice—we need to make Providence take us seriously, no matter what department we work in. If everybody stands together we can move mountains, anything is possible when we try."

Darlene Johansen, EVS Tech, Environmental Services, Issaquah



"I've worked at Swedish for 22 years and I was a volunteer as a high school student before that. I have lived in this community my whole life and I knew I wanted to work at Swedish because they were known for quality care. I have watched Swedish deteriorate since the relationship with Providence.

Swedish doesn't stand for the values they stood for before. We need to vote yes to go on strike because we need to go back to who we used to be at Swedish, we need to stand for quality care and for wages and benefits to be able to take care of our families."

Sheryll Valdez, Pharmacy Technician Systems Coordinator



"We need to show management we are committed to taking escalated action to ensure safe staffing and safe patient care. Withholding our labor in a strike is a way to demonstrate this commitment and prompt management to bargain with us for a fair contract. Our action is our voice."

Becca Bennett, Social Worker, First Hill

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bb 101619 smc strike vote

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Frequently Asked Questions



Service Employees International Union

What about mediation?

On October 21, mediators from the Federal Mediation Conciliation Services (FMCS) will attend bargaining. FMCS's role is to help employers and unions hear each other in tough negotiation situations, but they cannot mandate any outcomes. Management can choose at any time to make any commitments to patients in our contracts.

Is striking considered patient abandonment?

No. When healthcare workers go on strike, we give the employer 10 days to prepare and we give the specific date and time when we will be striking. It is Providence's responsibility to ensure that if there are patients to be cared for at the time of the strike, that it has a plan to care for them.

Do I get paid vacation time when I strike?

No, there will be no vacation or sick pay from Swedish during a strike.

What do I do during the strike?

Striking is an important action we can take on behalf of our patients. We need every worker to come to the picket line at their work location for at least 4 hours during their regular working shift. If you have a second job or other responsibilities, that's ok, but plan to come for 4 hours each day.

The public will want to know why we are striking. We will have press events during the strike at central locations where we can get reports from the strike lines at other locations.

Will we get locked out?

It is against the law for Providence to permanently replace us with a lockout. Once we make an unconditional offer to return to work, Providence may try to temporarily lock us out of work by pointing to the contract length it negotiated with the replacement or scab agencies.

Together, we are 8,000 healthcare workers strong, trained in every aspect of providing high quality care — from advanced surgery and family care to keeping our facilities clean and sterile. Providence knows a lockout will not be in the best interest of patients. If there is a temporary lockout, we will stay strong together and know that we have a legal right to return to our jobs.

Is there any hardship pay?

The union maintains a hardship fund that supporters can contribute to. Any worker who pickets can apply to the hardship fund for help.

Can I get in trouble?

At the specific time we designate, everyone will walk out together or not go into work, and that will be a protected union action. Striking is protected by federal law and when our contract expired, so did our non-strike clause. As long as we stick together, we can fight any retaliation by Providence.

When are we doing this?

We will have a strike vote where every member will have an opportunity to help make this decision. A potential strike will happen after the vote and also after we give management a 10-day notice. It's important that each of us has an avenue for regular updates.

How long is the strike?

We will be voting to strike up to, and including, 3 days.

What if I'm on probation or a resident? Can I go on strike?

Every employee has the right to strike. Striking is protected by federal law and when our contract expired, so did our non-strike clause. As long as we stick together, we can fight any retaliation by Providence.



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