

Unfair Labor Practice

SEIU Healthcare 1199NW

STRIKE

January 28, 2020

SWEDISH MEDICAL CENTER

We're Standing Up for Patient Safety with Our Most Powerful Action

DAY 1

Our picket lines are going strong in every campus because of our outstanding unity



Our Community Stands with Us!

The outpouring of support from patients and community members has remained steady through emails, hardship fund donations and their presence on the picket line, where they've shown up with love and coffee throughout the day and well into the early morning hours.

Fellow SEIU Healthcare 1199NW caregivers at Kaiser Permanente, Neighborcare, Cascade, Northwest Hospital, UW Medical Center, Virginia Mason, Harborview, Highline Medical Center have shared their support, and so have the following:

- |                |                  |
|----------------|------------------|
| SPOG           | PROTEC17         |
| AMR            | Seattle City     |
| APALA          | Council          |
| Carpenters     | Seattle          |
| Union          | Counseling       |
| Democratic     | Services         |
| Socialists of  | Seattle Fire     |
| America        | Local 27         |
| Hand in Hand   | SEIU 775         |
| IAM 751        | SEIU 925         |
| IAM DL142/     | Snoqualmie       |
| LL2202         | Valley Education |
| IATSE 15       | Association      |
| IATSE 793      | Tacoma           |
| IBEW 46        | Professional     |
| IFPTE          | Firefighters     |
| ILWU Local 52  | Local 31         |
| Ironworkers LU | Teamsters Local  |
| 86             | 174              |
| IWW            | UAW 4121         |
| King County    | UFCW21           |
| Public Health  | UNITE HERE       |
| Northshore     | Local 8          |
| Education      | Whole            |
| Association    | Washington       |
| OPEIU Local 8  | WSNA             |



is a calling, not a job."  
**Pinky Bush, RN, Postpartum, First Hill**

"I spent the night on the picket line because unsafe staffing hurts patients. I've worked at this hospital for over 20 years and I am hopeful we can get back to providing extraordinary care. That's the only way younger nurses will stay in this profession, which



"We're doing this for patient safety! We're understaffed while executives make millions, and we can't even get a raise!"  
**Jean Ibay, PSR, Issaquah**



"Today was full of great people standing with each other. I am hopeful that this is the start of something good for our hospital and our patients. We would rather be with our patients, but this is about safe care in the long run."  
**Marc Chamness, RN, Cherry Hill**



"We had great turnout and everyone is very united and excited about our fight for safe staffing. We're feeling great support from the community. We had patients marching with us, and that shows we're doing the right thing. We know our unified action will help us win a great contract. No contract, no work!"  
**Catherine Chamberlain, RN, General Surgical, Issaquah**

Elected officials, leaders and teams who joined a picket line or reached out in solidarity:

CM Tammy Morales	CM Teresa Mosqueda
CM Joe McDermott	CM Lorena Gonzalez
Team Warren	CM Kshama Sawant
Team Sanders	Rep. Pramila Jayapal
Executive Dow Constantine	CM Lorena Gonzalez
Snohomish County CM	CM Kshama Sawant
Megan Dunn	





"I love Swedish. I'm a per diem and this is my first job after graduating. But I'm out here for my co-workers and my patients. I see EVS struggling with staffing and not being treated with respect. For me, this is about justice. Swedish needs to treat staff well so patients can receive the care they deserve."

**Jasmine Brar, RN, 8W, Edmonds**



"Every incident where there is a preventable mistake a nurse makes, should be attributed to being overstretched and short staffed. I'm out here to support everyone. Our job is to advocate for patients, but who is advocating for us? There is a disconnect — all we want is to protect our patients."

**Sophie Curatilo, Mill Creek**



"Safe quality care should not be jeopardized by profit."

**Anabel Tefera, RN, Float, Ballard**  
**Louise Le, CNA, Behavioral Health, Ballard**  
**Trevor Hendrickson, RN, Float, Ballard**



"We want better ratios and in writing, please. We need a fair contract with real commitments for patient care and an end to unfair labor practices."

**Zach Ridener, RN, 8W, Edmonds**



"I received great care from the nurses and staff at Swedish, and it makes me furious to learn about the lack of care shown to them by the money-hungry corporate executives who run Swedish-Providence."

**CJ King, Patient**

Suzanne Astley, a nurse practitioner at Swedish Cherry Hill and First Hill, told us: "I've been sharing on social media and donating to the solidarity fund, but after showing up for work today, I had to do more." Suzanne shared with us the email she sent to Guy Hudson. She and her husband plan to picket on Thursday.

Dear Mr. Hudson,

I am an ARNP with inpatient cardiology. I showed up to work today at 7am today as I am a non-union provider. I have verbally supported SEIU and its members throughout the negotiating process, but after this morning, I feel like I need to do more. I feel sick being here. I feel sick that this strike had to happen. I feel sick that so many privileged people discount the struggles and the reasonable requests of hard working people. I started my career at Swedish as a travel nurse around 2010. I then joined as a staff nurse because it was a great place to work. I respected the institution so much I came back to work as a nurse practitioner. I think back over the last few years and I am disheartened by the decline in care I've seen given and the dramatic increase in overworked, overstressed, and over anxious nurses and support staff. I have seen medical mistakes happen to my patients due to short staffing. I have heard the fear in nurses voices when they talk about wanting more security. I have walked onto units that were loud with alarms and call lights, but no staff to be seen except for when they ran between patient rooms looking frazzled and, in some cases, crying. What makes me most frustrated is the complete disconnect there seems to be from administration. I realize the hospital is a business and so numbers are important, but I am disappointed that you, as a previous provider, have gotten so involved in the numbers that you can't remember the front lines and have stopped fighting for them. I want to believe that there is still hope for Swedish. I want to believe that you still care and are willing to come back to the bargaining table to really hear the requests being made and be willing to bend the numbers a little more to make Swedish the great place it once was.

I sincerely hope you take the time to read this and listen to the people you say you are serving.

**Suzanne Astley, ARNP**

Now, senators ask the questions in impeachment trial **NATION** A-3

Women's game: Kobe's unfinished legacy **SPORTS** B-1



## Sea-Tac to screen for coronavirus

CHECKPOINTS | A dozen U.S. airports and border crossings added list of screening sites

**STARKBARKS:** Strong earnings overshadowed by news of a 4.4% drop in the Dow Jones Industrial Average, as the market closed at 28,000.15. The S&P 500 fell 0.1% to 3,400.15. The Nasdaq Composite fell 0.2% to 8,800.15. The Russell 2000 fell 0.3% to 1,800.15. The Dow Jones Industrial Average fell 0.1% to 28,000.15. The S&P 500 fell 0.1% to 3,400.15. The Nasdaq Composite fell 0.2% to 8,800.15. The Russell 2000 fell 0.3% to 1,800.15.

## Swedish health-care employees strike as 'thousands' of outside workers are brought in

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Strikes, organizers and other Swedish Medical Center staff picket the First Hill campus in Seattle on Tuesday. The group, several hundred in number, chanted "We're here! We're strong! We're fighting for patients all day long!" as people dining by hand in support.

## Seattle Archdiocese is asked for review of abuse files

ABUSE | A group of former priests and nuns is asking the archdiocese to review files of alleged abuse.

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## Seattle police may require a review of police records

RECORDS | A group of former police officers is asking the city to review records of alleged abuse.

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## Key southern resident orca male is missing, feared dead

ORCA | A group of former orca researchers is asking the city to review records of alleged abuse.

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