

We Overwhelmingly Ratified Our Contract

- Each one of us worked hard to achieve this contract that includes:
- The biggest wage increases in our area and the biggest raises within Providence
 - 50% increase in Stand-By, the highest standby rate in the area
 - Immediate increases in staffing for nursing units and EVS
 - Guaranteed action on Racial Justice
 - No cost increases and many improvements to our medical benefits



"With our new contract language we will have reasonable workloads that will ensure that we can properly clean and disinfect to help with infection control. We won amazing language in our contract to help hold management accountable to the commitments that they made. We were able to keep our sick and vacation and win great across-the-boards, especially with the way the economy is going right now."

Darlene Johansen, EVS Tech, Environmental Services, Issaquah



"We have been fighting for a first contract for four years. We joined with you all at the larger bargaining table and that is how we were able to move management to do the right thing for Social Workers and Counselors. We are joining the Tech contract and are so thrilled for that! We fought for so long for a wage scale and we felt like we were up against a brick wall. Over the course of the contract we will finally get up to our full place in years of experience on the wage scale. The social workers have had a lot of trouble recruiting and retaining but now we will have joint labor-management meetings so we can work together with management to work on staffing and floating. We got movement there that is really great. The social workers are transitioning to hourly and they will get paid for all the work that they do, which is excellent! We are so happy and excited to be in the union with all of you guys! Our unity is what got us to this point."

Helen Thoreson, ARS Counselor, Addiction & Recovery Services, Ballard



"We got some great wins for safer staffing, safety for ourselves, and just overall stronger language that allows us to continue our strength and unity in all of our various committee processes. Within these committees we can keep making improvements and holding management accountable to all the commitments they have made. I'm so thrilled for the social workers who have been fighting for four years. I'm excited for the changes we got for EVS and most of all I'm most excited to have a contract in this crazy new environment that we're in. It's really important that we have these protections in place and these wage increases because we are facing a lot of unknowns right now and having the security of this contract is really important."

Catherine Chamberlain, Charge Nurse, General Surgical, Issaquah



"This contract supports so many people in our organization, one that is a first for us. It gives us a voice at the table, not just a seat at the table. That's why I vote and recommend a yes for this contract."

Valarie Howard, TeleSitter, EICU



"In our new contract no one was left behind and everything we won is in addition to what we had, we lost nothing and gained so much, and it's because all our members joined together and continued to be united."

Robin Strine, Lab Assistant, Lab, Edmonds



"We worked hard for everyone, no one left behind. I think this contract shows that through and through, promoting all of us to better and deserved standards and with the stronger language in this contract, we can now hold management accountable for following through."

Sabrina Rasch, CNA, 5W Medical Orthopedics, Edmonds



"The bargaining team spent countless hours negotiating with management until we reached this agreement. We've shown how strong and united we are by all the actions we've accomplished. I recommend this contract because it is a step in the right direction. We won in several areas, thanks to the involvement of Governor Inslee and the mediator. Because of the crisis we are all facing and the not knowing what is to come, we need to get this contract ratified. We are not certain what the economy would look like tomorrow, next week, next month. This contract also shows that we did not leave anyone behind."

Lizette Vanunu, Charge RN, ICU, 6E, 7E, 8E, First Hill



"For me, it's really the whole package cumulatively. We had gains in so many areas covering so many job classes. No PTO, no cost increase to our medical

benefits, Social Workers and Counselors getting their first contract and being part of our team, a path for EVS workers to be treated respectfully, and safety in our Emergency Departments."

Terry Thompson, Charge RN, Day Surgery, Ballard



"All of us will benefit from this contract. The wins in Organizational Equity and Inclusion are big! We are the only union with that kind of language and that's big. Our new

contract has no management takeaways—and many improvements."

Derek Lowe, Material Distribution Tech, MSC, Cherry Hill



"We have come a long way. We won in every area we needed to. Working in the ER we came from ground zero to every commitment and reflected on our economy and our

friends' and family members' need to secure our futures. I feel like I can be safer with our social workers in the union and our safety protections. We talked about not leaving anyone behind and we didn't leave anyone behind."

Tricia Jenkins, RN, Emergency Department, Cherry Hill

Here is a summary of the changes to our contracts:

A FIRST CONTRACT for Social Workers & Counselors

Counselors and Social Workers join the existing Tech contract, with wage rates matching Edmonds for the Social workers and similar to Harborview for the counselors

Safety in our hospitals:

- Increase security guard presence in our EDs - additional 2 security guards at First Hill, Cherry Hill and Edmonds.
- Personal safety alert devices for all members.
- De-escalation and train-the-trainer models.
- Metal detector wands at all campuses. With a commitment to evaluate security needs at all other campuses.

Mandatory Call safe patient care:

- Call rooms available at every campus. Hotel vouchers if room isn’t available.
- \$1 increase at ratification and \$1 increase in July 21.
- Better accountability and communication regarding appropriate use of call.

Outpatient safe patient care:

A voice and committee to discuss and improve standards in outpatient areas

Racial Justice:

Organizational Equity and Inclusion language

- A new Joint Labor-Management Committee to promote leadership discussion, awareness and improvement.
 - Participate in workshops and develop a workplan for systemic change at Swedish that is supported by outside facilitators.
 - Analyzes data within the system.
 - A solution forum for when we see problems.
 - Committee topics include: EVS pilot, issues related to citizenship/immigration status, alternative holidays, police and security accountability.
- Commitment to no sexual harassment discrimination in the form of including annual sexual harassment prevention and response training for all supervisors, managers, and bargaining unit members.
- Protections related to Immigration-Related Audits, or Raids/Detentions Employment.
- Religious Accommodation for breaks in accordance with the prayer schedule of the employee; private location, use of tools for reminding of prayer schedule.

Inclement Weather Guarantees

- All employees will have a safe, clean room with a bed (with respect to religious and cultural needs).
- Access to bathrooms and showers.
- Meal vouchers will be provided.
- Employees who are required to stay on campus will be placed on standby.
- Employees that are up to 4 hours late will be paid for the entire shift.
- Non-operational department employees can choose to do projects.

Recruitment and Retention:

Our raises include 6% in the next few months and 13.5% over the next 3 years.

At Ratification:

3%

\$1000 bonus (prorated .8 - \$800, .75-\$750, etc)

7/1/20 - 3%

7/1/21 - 3%

7/1/22 - 2%

1/1/23 - 2.5% (calculated from the June 22 base)

Higher shift differentials for some job classes

Nursing safe patient care:

- Stronger commitments to staff according to the experience of front-line workers.
- New language that states the absent extenuating circumstances, UBSC and Campus committees have the authority to create staffing plans.
- Additional FTEs for break relief - assignments will happen through the Joint Oversight Committee.
- 100 additional float pool FTEs.
- Commitment to increase telesitter FTEs by 4.2.
- Guarantees we have a voice in how scheduling happens in our departments.
- 50 new FTEs for Sitter jobs.

EVS safe patient care:

- Home-area assignments and flex roles will be connected to industry standards to support workload limits and expectations for work assignments.
- There will be a bi-annual process to evaluate staffing needs with COO, with an opportunity to increase staffing and re-adjust assignments.
- Commitment to fill vacancies, increased 15 FTEs across the system.
- A new staffing escalation process to raise staffing concerns in real time to get an immediate solution.
- Ability to use all break rooms.
- Rights regarding pests and bed bugs including commitment to provide PPE.
- Committee discussion about chemicals, injury, and cart maintenance.
- Increase in chest certification from \$0.75 to \$1.

Affordable Medical Benefits:

- Maintained PPO costs.
- Expand the Medical Plan Assistance Program to the PPO.
- \$0 premium for anyone earning less than \$60,000.
- Brought back in-network PT.
- Plan to replace Virgin Pulse.
 - No premium penalty in 2020.
 - 2020 activities limited to doctor visit, flu shot, and health assessment.
- Compare alternatives to Optum to implement in 2021.
- Researching employee health expansion options.
- Stronger protections against being sent to collections.
- Mail order- Process for fixing billing errors back to 1/1/19 and created an affordable alternative.

Expanded benefits:

Back-Up Child and Elder Care a new benefit for back-up care normally limited to 10/year (but during the COVID-19 crisis there is no limit).

Low Census:

- Increased the low census fund in all bargaining units.
- Commitment to clarity on when low census is voluntary and our options for staying home or coming to work.

	SMC & Edmonds RN	SMC Service	SMC Pro-Tech	Edmonds Pro, Tech, Service
Evening	\$2.75 and \$2.50	\$1.10 \$1.50	\$1.75 \$2.00	\$1.50, \$1.75, \$2.00
Night	\$3.75 \$4.25 and \$4.25	\$2.00 \$2.25	\$2.75 \$3.00	\$2.25 \$2.50 , \$2.50 \$2.75\$3.00 \$3.25