

Letter of Understanding Between SEIU Healthcare 1199NW & Swedish

In recognition of the unprecedented impact of COVID-19 on the volumes at Swedish, the parties agree, on a non-precedent setting basis, to stagger the release of Low Census Fund hours in 2021 to better ensure access to the Fund throughout the year.

1. Calculations – The parties agree that approximately 2/3 of the funds for each Bargaining Unit will be released on January 1, 2021 as indicated below and the remainder will be released on July 1, 2021.
 1. Edmonds RN - 2,000 hours
 - a. 1/1/21 - 1300
 - b. 7/1/21 - 700
 2. Edmonds Pro/Tech/Service/Maintenance - 1,000 hours
 - a. 1/1/21 - 600
 - b. 7/1/21 - 400
 3. Swedish Service - 2,500 hours
 - a. 1/1 /21- 1600
 - b. 7/1/21 - 900
 4. Swedish Tech – 2,775 hours
 - a. 1/1/21 – 1850
 - b. 7/1/21 - 925
 5. Swedish RN – 8,443
 - a. 1/1/21 – 5,630
 - b. 7/1/21 – 2,813
2. Any hours unused 1/1/21-6/30/21 will roll over for the remainder of 2021 to the appropriate fund.
3. The parties agree that the ABC is empowered to direct that the hours designated for release on 7/1/2021 be released before 7/1/2021 either in total, other portion, or by bargaining unit, by mutual consent based on the needs of the hospitals.
4. For 2021 Swedish will provide a Low Census report monthly, 2 days prior to the meeting of ABC, to ensure transparency in use of low census and low census funds across the system.



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