



# MOVING FORWARD TOGETHER TO IMPLEMENT IMPORTANT WINS IN OUR CONTRACT

We went on strike in 2020 to be able to have a great contract that centers patient care and quality staffing. Now we need to continue to stand together to make sure our priorities are implemented.

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Environmental Services is the frontline of infection control and patient safety. We won groundbreaking language that centers the voices of EVS staff in safe assignments. We are in the beginning stages of developing EVS home area assignments with workload limits in our EVS Safety Subcommittee. Our EVS committee meetings got off to a rocky start but because EVS committee members stood their ground, the home area assignment implementation talks have started.
- 2

Our first-ever Organizational Equity and Inclusion committee is up and running to advance Racial Justice and Equity at Swedish. The committee is establishing an Urgent Action Structure to be able to address problems in more real time.
- 3

We won 44 FTEs for dedicated RN break relief! We have a blueprint for implementation from the successful dedicated break relief program that our union siblings at Harborview have been building on since 2014. Our Joint Oversight Committee has started a subcommittee and will be making recommendations for implementation. Data is an important part of making these recommendations, so if you do not get relieved of duty or uninterrupted breaks—be sure to document it in Kronos.

## Our EVS Safety Subcommittee

**Angelita Sherburne and Teresa Deleon**—Cherry Hill  
**Carmencita Smith**—First Hill  
**Amie Ajmeh**—Issaquah  
**Diana Garcia**—Edmonds

## Our OEI Committee

Valarie Howard, Michael Scott, Laura Wood, Delores Prescott, Teresa Deleon, Gloria Martin, Jeffery Shellenbarger, David Antwi, Betsy Scott, Angel Sherburne



“ Having an EVS committee, it means that we are connected in the organization and our voice and concerns was heard. I feel respected and valued as a co-chair and as a leader of EVS when we have a lot of takeaways done. We win to discuss and make it happen the rebid for home area assignments and safety issues to be fix. We will make sure that we will have a fair distribution of jobs to avoid burn out and uncomfortable doing physical job with fair workload limits, in doing the rebid of area assignments by seniority in campus.” —**Angel Sherburne, EVS, Cherry Hill**



“ In our 2020 contract we won EVS safety subcommittee to address needs and issues in our EVS department system wide. I have been advocating since 2015 to have fair and equitable home assignments for all EVS workers and this is the year we will get it! We are working to roll out a rebid by seniority by campus this year! I feel my voice and experience is being valued in the committee and real changes are being made. When we stand together, we win together!” —**Carmencita Smith, EVS, First Hill**



“ We now have Organizational Equity and Inclusion in our contract for the first time ever to have language that deals with diversity and systemic racism. With this we can build a better relationship with our organization, this means building an inclusive work culture providing opportunities and fair treatment to every caregiver/ employee and their work experience. There’s going to be an ‘urgent action structure’ for employees to access when issues arise. We will continue to stand for equality.” —**Valarie Howard, ICU, First Hill**



“ I’ve been working on the break relief plan and I am so excited. This is going to be a culture change. Soon, instead of having to get everything tied up in advance of getting our breaks, units at each campus will have trusted core staff in these roles, so we’ll all feel comfortable and confident in handing off patients at any point. With RNs knowing they will always get the breaks they need, patient care and retention will improve.” —**Leslie Thompson, RN, Medical Oncology, Issaquah**



# WELCOMING ALL TO OUR UNION

## A STRAIGHTFORWARD and FAIR PROCESS for non-union colleagues to join our union

Our union contract provides a fair play book for all of us in the union at Swedish to access a union contract and path to higher wages, better benefits and a voice in staffing, fairness and equity.

Our contract also provides that same opportunity for our colleagues who work with us but are not yet in the union. All job classifications at Swedish are eligible to be part of the union, provided they are not management positions. However, some job classifications have never had the opportunity to vote to join the union. Our contracts have a Memorandum of Agreement that provides a fast, accessible, and neutral process that allows Swedish employees to choose to join the union without intimidation or interference from managers and the ability to discuss and meet with union colleagues and staff.

Swedish Administration and Managers have agreed to a Standard of Conduct to ensure our rights to form a union are respected.

### Standards of Conduct

“Swedish, including its administrators, supervisors, agents and representatives, will remain neutral and will not oppose any attempts by employees to organize or select a collective bargaining representative and will not take any action or make any statement that degrades unionization, promotes “no union” as a choice in the election or that directly or indirectly states or implies any opposition by Swedish to the selection by employees of the Union.”

If you have a colleague who doesn't have the benefit of the contract and wants to learn more about how to join the union, invite them to speak to a delegate or organizer to discuss next steps.



“ 8,000 employees across the Swedish system belong to SEIU Healthcare 1199NW. 8,000 of us support each other to be able to provide the best health care we can to our patients, while allowing us to work schedules that support our families with healthcare that is affordable and wage scales that make our wages competitive and transparent.

As Swedish employees, our jobs are all interdependent. As a nurse, I can't do my job without the support of the PSCs, MAs, Environmental Service workers, Intake Coordinators, Patient Financial Advocates, and Social Workers. And I certainly wouldn't be able to do my job without the important expertise and knowledge provided by our wonderful pharmacists. Our whole team should have the benefits of being part of our union.

In the past, it has been difficult to join the union. Unrepresented employees found the bar far too high to overcome. Because of this, we negotiated neutrality language that allowed unrepresented employees to join the union without pushback and resistance from management. It is extremely important that our unrepresented coworkers have access to all that we have attained negotiating across the table from Swedish management. It is the right thing that our current administration agrees and that everyone has the right to join our union. What we can achieve together is amazing when we support and pull for each other.” —**Betsy Scott, RN, Swedish Cancer Institute & SEIU Healthcare 1199NW Vice President**



“ I am excited to hear that people I work with are joining the union. It makes me feel like we will have even more unity and solidarity in our unit. I remember when we organized to join the union years ago there were moments when the process could feel scary, but throughout our journey, including all the ups and downs I feel so much stronger. We stand up for each other, all of us brothers and sisters in the union back each other up. We have strength in numbers, and when we stand together for a common goal, we win!” —**Sheryll Valdez, Pharmacy Tech, First Hill**