

# Our Unity Wins!

## Our Union Contract in Action to Recruit and Retain

We spent many months bargaining for a fair contract in 2019 and took action to ensure that we would have what we need and deserve to take care of ourselves and our families. Good wages with guaranteed increases help us recruit and retain qualified healthcare staff at Swedish when we need it most.



**Our next across-the-board increase will be seen in the July 23 paycheck**

OUR UNION CONTRACT RAISES\*

✓ AFTER RATIFICATION 4/6/2020: 3%

✓ 7/1/2020: 3%

★ 7/1/2021: 3%

★ 7/1/2022: 2%

★ 1/1/2023: 2.5%\*\*



“My coworkers and I are very happy with our bargaining team in getting these across-the-board raises. Many of us have been struggling with the increased costs of living and housing for years. That’s why these raises are so important. We are able to use that extra money to make sure we can take care of our bills. We are able to plan for some weekend getaways. All healthcare workers deserve financial stability and to have nice things too.”

**Diana Garcia, EVS Tech, Environmental Services, Edmonds**

\*Raises are effective the first full pay period following the dates listed

\*\*Effective the first full pay period following 1/1/23, employees will receive 2.5% across the board increase based on the wages in effect prior to the 7/1/2022 increase

### July 1: Our standby premiums increase!

In addition to our 3% across-the-board raises, we also see an increase of our standby premium of \$1 per hour. This makes it a \$2 per hour increase from our last contract.

Our new standby premiums are listed below!

Contract	Standby premium for under 50 hours in a pay period	Stand by premium for over 50 hours in a pay period
SMC RN	\$6.25/hour	\$7.25/hour
SMC Technical + Social Workers	\$6.25/hour	\$7/hour
SMC Service	\$5.25/hour	\$5.50/hour
Edmonds RN	\$6.25/hour	\$6.50/hour
Edmonds Professional, Technical and Service	\$6/hour	\$6.25/hour



**“We needed to fight for better standby pay because we have a large call burden and it cuts into our time with our families and we deserve to be paid for that. We are proud that we won an increase to standby for the first time in over 10 years. We now have a competitive standby rate in our local area. So many of us live farther outside the city and this now makes it worthwhile to take the call and be available. Our goal was to recruit and retain and increasing the standby rate impacts job satisfaction, work-life balance, and help us feel compensated for the work that we do. This is a huge win that we stood up for fair wages and we won these standby increases! And we can build on it in the future!”**

**Jenifer Hollyfield, Surgical Technologist, Surgery, First Hill**

## Pharmacy Tech Cert Pay

Through our collaborative efforts working together, Swedish pharmacy techs can receive additional training through the SEIU Healthcare 1199NW Multi-Employer Training Fund and upon completion will receive certification for handling chemotherapy agents. This new certification will qualify certified Pharmacy Techs to receive a premium of \$0.75 per hour. Our Training Fund covered the cost of our training programs and our entire course was paid for by the Training Fund. We also got 20 certified Pharmacy Tech hours which are nationally recognized--a huge benefit for licensed Pharmacy Techs.



**“For me, this is a big deal since I’ve seen what it’s like with no regulation and no protection over the years and now we have won standards, safety devices, and the right training. I’ve been at Swedish for 34 years and have seen really big changes on how we train Pharmacy Techs on handling chemotherapy safely. Winning standards for training and a certification with an hourly premium recognizes our work and is the culmination of many years of work in our union.**

**In 2015, we won float premiums for Pharmacy Techs and this time we won chemo certification pay so all of the parts of our contract add up together to make a big difference. Showing up as a leader in the union, being on the Bargaining Team, and taking part in our actions are how we won after seeing that we can’t win on our values and priorities as individuals. Our career goals and professional development are worth Swedish investing in and now it’s part of our contract to make sure that it happens.”**

**Lisa Wilson, Pharmacy Tech, Pharmacy, SCI First Hill**

## Social Workers Moving Forward and Continuing to Take Action

We stood united during bargaining to win real commitments for 24/7 safe staffing for Emergency Department Social Work. Through our change team process, we stayed united to demand all the resources we need to provide safe care for our patients. We won additional FTEs and a staffing plan that includes 24/7 coverage as well as a six-day-per-week float position for increased patient volume coverage.

***But Swedish didn’t listen to us and has not granted us everything we need.***

We are moving forward and implementing our new FTEs on August 1, 2021. We will continue to take action for what our patients need. Collecting data on our patient volumes is critical for us to prove how much more we need additional resources. We will be collecting this data on our Service and Tech Staff Feedback forms. Swedish should put our patients before their bottom line.



**“I’m proud of the accomplishments we’ve achieved through the change team thus far- a sustainable schedule that will significantly improve our work/life balance and staff retention. But until our staffing ratio appropriately reflects the ED patient volumes, we will remain united to win the staffing we need to ensure quality patient care and safe environments for us all.”**

**Abby Aparicio, MSW, Ballard Emergency Department**





# Our Union Delegates

First Hill	
Wallace, Cheryl	9E Pediatric Intensive Care
Powers, Anne	Emergency Services
Knox, Trayci	Float Pool
Gembinski, Christina	Intensive Care
Larson, Libbie	Labor and Delivery
Smith, Terry	Labor and Delivery
Prescott, Delores	12SW Oncology Services
Erickson, Gayle	6S Neonatal Intensive Care
Boitano, Barbara	12SW Oncology Services
Hollyfield, Jenifer	Ambulatory Surgery
Partlow, Jacob	Central Dispatch and Transport
Shin, Elizabeth	CT Scanning
Wilson, Lisa	First Hill Cancer Pharmacy
Scott, Michael	Medical Imaging Admin
Bleiweis, Kelly	MRI
Bly, Carey	Ortho Services
Cooper, Amy	Ortho Services
Mohamed, Rehema	Ortho Services
LeVan, Lisa	Perinatal Ultrasound
McCasey, Arlyn	Perinatal Ultrasound
Valdez, Sheryll	Pharmacy
Zimmerman, Amy	Preadmission Center
Lewis, Elizabeth	Recovery
McInnis, Margie	Sterile Processing
Lopez, Norma	Environmental Services
Smith, Carmencita	Environmental Services
Williams, Christie	Nutrition Services
Kline, Jill	Respiratory Therapy

Edmonds	
Thigpen, Jennine	Float Pool
Demirel, Chevy	Medical Orthopedics
Faltisco, Michael	OP Psych
Hurt, Mary	Patient Registration
Edwards, Michael	Psychiatry
Burns, Robert	Environmental Services
Garcia, Diana	Environmental Services
Miller, Christeen	Emergency Services

Issaquah	
Ramos-Britton, Sylvia	Endoscopy
Ajmeh, Amie	Environmental Services
Lightle, Carol	General Medical
Thomas, Terrance	General Medical
Chamberlain, Catherine	General Surgical
Shellenbarger, Jeffery	Nutrition Services
Hamilton, Sabrina	Recovery
Fones, Melissa	Labor and Delivery

Shared Services	
Howard, Valarie	Intensive Care eICU
Faber, Ludmila	Call Center
Tate, David	Workflow Systems

Cherry Hill	
Turner, Grant	Cardiovascular Diagnostics
Germain Mothershed, Michael	Electrophysiology Lab
Prewitt, Allen	Heart And Vascular Surgery
Lowe, Derek	Materials Service Center
Alderson, Cara	Neuro Critical Care
Marshall, Victoria	Neuro Telemetry
Rutherford, Laurinda	Neuro Telemetry
Lebron, Rafael	Nuclear Medicine
De Souza, Shukuan	Pre And Post Surgery Ctr
Hayes, Demetria	Pre And Post Surgery Ctr
Knapp, Jenae	Recovery
Oviedo, Andrea	Recovery
Ray, Sheron	Surgical Telemetry
Arkava, Linda	Float Pool
Leaks, Idris	Central Dispatch and Transport
Sherburne, Angelita	Environmental Services
Wakamatsu, Jane	Family Medicine Clinic
Olson, Mary	Interventional Cardiac
DeLeon, Maria	Patient Registration
Lay, Felishia	Radiosurgery Center
Saechao, Muang	Radiosurgery Center
Nagai, Stephanie	Rehab Unit
Almaraz, Daniel	Emergency Services

Ballard	
Keefe, Richard	Float Pool
Thompson, Theresa	Ambulatory Surgery
Hughes, Daniel	Behavioral Psych
Martin, Gloria	Behavioral Psych
Kraft, Alan	Emergency Services
Keefe, Melissa Anne	Float Pool
Campbell, Mark	Nutrition Services
Drammeh, Mustapha	Nutrition Services
Morford, Rolinda	Nutrition Services

Clinics	
Suder, Barbara	Breast Care Center Clinic
Case, Dawn	Medical Oncology Clinic
Scott, Betsy	Medical Oncology Clinic SCI First Hill
Armstrong, Lauren	Sleep Lab Edmonds

Mill Creek	
Hazzard, Sandra	Emergency Services
Masching, Carissa	Medical Imaging
Brantley, Wendy	Emergency Services

Redmond	
Mullaney, Stephanie	Emergency Services