

"We, on the Benefits and Well-being Committee, have already negotiated the COVID-19 vaccination policy with Swedish. However, with the Governor's mandate on vaccinations the hospital has to negotiate with us again before making a change to this policy. This means that they also have to bargain with us about our proposals for expanded protections for healthcare workers. Our team is taking all concerns seriously as we prepare for bargaining. Don't panic and stay tuned for an update from our bargaining team on any changes to this policy." – Sheron Ray, NAC, Surgical Telemetry, Cherry Hill; Margie McInnis, Sterile Processing Tech, Sterile Processing, First Hill; Jane Wakamatsu, Biller, Family Medicine Clinic, Cherry Hill

2021 Nurse Alliance Conference: Building Power, Fight for Justice, Winning for Patients

On October 12-14, nurses from around the country are coming together virtually to fight for change that we know needs to happen. This is our opportunity to hear and learn from one another because we know this staffing crisis isn't just at our hospital or in Washington State.

Times (daily):

8am-3pm PT

Available CEU credits: 10 CEU credits available for full participation (3 to 4 per day)

How do I register?

Email mariettar@seiu1199nw.org or let your delegate or organizer know.

We also have access to paid time off to attend educational opportunities like the Nurse Alliance Conference. If you are scheduled on the days of the Nurse Alliance, you can request Education Leave/ Professional Leave Time to be able to attend.



Find your contract here!

<https://www.seiu1199nw.org/chapters/smc/>



We have a free behavioral health benefit called Lyra!

"Lyra is a great new benefit that gives us nearly immediate access to mental health support. The alternative has been the traditional behavioral health benefits and the process of being put on a wait list which is further out now due to COVID. This is made worse by a shortage of therapists who are willing to take payment from insurance. But now, with Lyra we have access to same day or next day outpatient mental health treatment—25 free visits per issue, per family member, per year! Given that we're in a pandemic this is something we really need.

Incorporating telehealth makes these appointments more accessible. And there's options for which therapist you see, if you need to see a therapist that shares your

personal identity. You can benefit from therapy, mental health coaching, self-guided resources, and more.

I strongly encourage everyone to get onto Lyra by going to caregiver.lyrahealth.com, or emailing care@lyrahealth.com, or call (844) 311-6223 and see how it works, and spread the word to your coworkers about this great new benefit!" - **Ana Eusse, Social Worker, Emergency Department, First Hill**



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United for Quality Care

Swedish Medical Center

August 19, 2021

Our Continued Fight for Safe Staffing

Across our system we are seeing a surge like we have never experienced before. While COVID cases increase and our turnover rate is the highest yet, we need Swedish to invest in us, our community and patients before it gets worse.

We call on Swedish to immediately take steps to ensure safe staffing and quality care:

- Retention bonuses for those of us who have been there day in and day out by the bedside caring for our communities
- Incentive pay that values the extra work we are all doing in this time of crisis
- Actively work to fill all open positions
- Post enough positions to meet the staffing plans

Our Rights on Mandatory Overtime

For years, we fought to pass our Breaks and Overtime Bill through the Washington State legislature. We took action in our workplaces, visited elected officials in Olympia, and shared our stories on social media about our need for breaks and limits on overtime. Our unity led to the passing of these important protections.

Who does this impact?*

- Registered Nurses
- Respiratory Care Practitioner
- Certified Nursing Assistants
- All Techs

** The intent of the law is that all tech jobs are included in this protection. If management tells you otherwise, contact your delegate or organizer for next steps.*

Updates From Our Staffing Committees

Break Relief RNs

We are on our way to begin implementing dedicated break RNs! We won 44 FTEs of dedicated RN break relief in our contract. While we know this is not enough to provide dedicated break relief to every unit in the system, it is an opportunity for us to establish dedicated break relief programs on several units across Swedish. Having dedicated break relief pilot programs on several different types of units and shifts will allow us to have successful programs that we can continue to expand across the system. The Joint Nurse Staffing Committee is building a plan to roll out to campuses in the near future.

"When we bargained for dedicated break relief we had a vision of nurses being fully relieved of duty to take their breaks, that patient care would continue while nurses get a real break. To win dedicated break relief systemwide we must first build a program that is set up for success and that is why we are working in the Joint Nurse Staffing Committee to build pilot programs on several different units and shifts across Swedish." **Tricia Jenkins, RN, Cherry Hill ED**



Creating 2022 Staffing Plans

Unit Based Staffing Committees have been developing staffing plans that provide safe staffing for our system. Units across the system have recommended changes that will improve the safety for our patients and co-workers. All units and workgroups across Swedish should have Unit Based Staffing Committees building the staffing plans for their unit or workgroup. Submit your unit or workgroup's staffing plan for 2022: <https://1199nw.org/3kax1IS>



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Our Rights on Mandatory Overtime (continued)

What are my rights?

You now have a choice to work overtime! Management cannot compel you to work overtime unless:

- They made a reasonable effort to find other staff. The law defines what they must do first:
 - Seek volunteers to work from those already working.
 - Contacted qualified employees who made themselves available to work.
 - Sought the use of per diem staff.
 - Pursued contracted temporary agency employees.

- You are in the middle of a procedure, and they have not been able to find relief, using the methods above.
- “Unforeseeable emergent circumstance” means (a) any unforeseen declared national, state, or municipal emergency; (b) when a health care facility disaster plan is activated; or (c) any unforeseen disaster or other catastrophic event which substantially affects or increases the need for health care services.

Pre-scheduled on-call shifts cannot be used in the following ways:

- To replace members who work regularly scheduled shifts (for example, call cannot be used to cover sick calls)
- To cover changes in patient census
- In lieu of scheduling employees to work regularly scheduled shifts when a staffing plan indicates the need for a scheduled shift

If you work beyond 12 hours in a shift, you are entitled to 8 hours of consecutive time off before your next shift.

What do I do if I believe management has violated these rights?

1. Fill out a short staffing variance form!
2. Contact your delegate or organizer — we can help make a plan to file a grievance or a complaint.



Where can I find more information?

Read the law at <https://1199nw.org/3eUmUUE> or contact your delegate or organizer.

In December 2020, Governor Inslee declared a proclamation stating COVID is no longer an unforeseen emergency and currently cannot be used to mandate overtime.

Incentive Shift Updates!

To recognize our work and help to fill open shifts, we have won an expanded incentive shift agreement. We’ll be bargaining again in August to further expand and improve our incentive shift agreement.

Edmonds Campus	First Hill, Cherry Hill, Issaquah, Ballard, Mill Creek, Redmond Campuses																				
For all shifts deemed incentive shift, members will earn the following pay rate: ▪ Time and half for part time employees (.6 and above) ▪ Double time for full time employee (.9 or above) or part time employees who have worked full time hours in the pay period	For all shifts deemed incentive shift, members will earn an incentive shift bonus based on the following grid: <table><tr><th>Shift Length</th><th>Service</th><th>Tech</th><th>RN</th></tr><tr><td>12</td><td>200</td><td>200</td><td>300</td></tr><tr><td>10</td><td>150</td><td>150</td><td>250</td></tr><tr><td>8</td><td>100</td><td>100</td><td>200</td></tr><tr><td>6</td><td>75</td><td>75</td><td>100</td></tr></table>	Shift Length	Service	Tech	RN	12	200	200	300	10	150	150	250	8	100	100	200	6	75	75	100
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To qualify for incentive shift 1. Department eligibility: <ul style="list-style-type: none">1. Departments with unfilled FTEs of the eligible classifications on the open position list of greater than 1 FTE (0.9 for 12 hour shift positions) will participate in this extra shift incentive program.2. Approved leave of absence of greater than fourteen (14) days shall be counted as an open position.3. Once an employee is hired into an open position, for the purposes of this program only, the position shall be considered open for three additional months.. 2. LPNs, CNAs, Unit Secretaries, and ER Techs who have an FTE of at least .6 who have worked their full FTE during the pay period. 3. Nurses who have an FTE of at least .6 who have worked their full FTE during the pay period. For purposes of nurse eligibility for incentive shifts, pre-approved vacation is included as hours worked toward the employee’s full FTE of .6 or greater. For purposes of nurse eligibility for incentive shifts, vacation used in lieu of mandatory low census will be considered hours worked under this LOU. Sick leave, non-mandatory education, bereavement and all other absences are not considered hours worked toward assigned FTE of .6 or greater.	To be eligible to receive the incentive pay, the caregiver must work their regular FTE (for the pay period) in addition to any incentive shift. Per diems who meet the requirements outlined in the relevant collective bargaining agreement (for the pay period) in addition to any incentive shift will be eligible for incentive pay. Use of prescheduled and approved accrued leave will count towards hours worked for regular FTE. **NEW** As of Sunday 8/15, the following improvements were made to our incentive shift agreement: <ul style="list-style-type: none">▪ ALL extra shifts in Environmental Services departments will qualify for an incentive shift bonus. This will apply to those who have already picked up an extra shift above their FTE and to any incentive shifts picked up during this time period.▪ For ED, ICU, and IMCU RNs plus Respiratory therapists, all incentive shifts picked up from 8/15-9/14 will qualify for a \$500 incentive shift bonus. This will apply to those who have already picked up an incentive shift and to any incentive shifts picked up during this time period.

“This is a great and exciting time for EVS! We are short every day and we don’t always feel appreciated for all the work EVS does. The new incentive rules and pay really show that EVS is an important part of the hospital and to patient care. We are so happy after all the fight we are seeing this change!” **Angel Sherburne, EVS, Cherry Hill**



COVID-19 Vaccine Mandate Bargaining

As healthcare and behavioral health workers, we agree that the COVID vaccines are safe, effective and the best way to protect ourselves and our families from COVID-19. But as members of a union, we know that we have the right to bargain any change to our jobs.

We are setting a date to bargain an updated COVID vaccine memorandum of understanding that complies with the Governors new mandate and details the conditions for vaccination, including time off for shots and side effects, and the procedure for medical or religious exemption.

We also know that while the vaccines are incredibly effective, they do not replace PPE or other infection control measures. We will continue to demand universal access to N95 masks and push employers to improve ventilation in facilities where needed.

Members of SEIU Healthcare 1199NW have worked tirelessly to care for our patients and clients during the COVID-19 crisis. We’ve faced unprecedented challenges and continue to fight workplaces every day to ensure we have what we need to safely give the best possible care.

By continuing to stand together, we will win what we need to keep ourselves and our patients safe. To learn more about our demands, talk with your delegate or organizer.

