

We've reached an agreement on implementation of the vaccine mandate!

Great news! Your bargaining team, comprised of committee members from First Hill, Cherry Hill, Edmonds, Issaquah, Redmond, Mill Creek and Ballard, reached an agreement with Swedish on the Governor's mandate that every healthcare worker must receive the COVID-19 vaccine.

Access our Vaccine Mandate MOU

<https://1199nw.org/3E30P3v>



“On behalf of the Benefits and Well-being Committee, we are encouraging everyone to get the COVID-19 vaccine so that we can keep our families, our patients, and ourselves safe. In negotiating the COVID-19 vaccine mandate policy we won a lot of protections that will be helpful to us, including the use of annual leave to be paid if anyone is getting vaccinated after the October 18 deadline. We also now have the right to union representation and an appeal process if your religious exemption form or medical exemption was denied. We feel like we made good improvements to this urgent process.” **Jane Wakamatsu, Biller, Family Medicine Clinic, Cherry Hill**

The Governor's Vaccine Mandate

In August, Washington Gov. Jay Inslee issued a proclamation that mandates all healthcare employers must report to the state by October 18 that all workers have been fully vaccinated or have an approved medical or religious exemption. All workers who are employed by healthcare employers after October 18 who have not become fully vaccinated or do not have an approved medical or religious exemption must be removed from work under the proclamation.

We fought to ensure that our voices and values are centered in the implementation of this at Swedish. Our agreement includes:

- ☆ A clear way to apply for a medical or religious exemption, and an appeal process for anyone who thinks their exemption was wrongly denied
- ☆ Time for those who do not qualify for an exemption to maintain employment and get vaccinated
- ☆ Paid time to get vaccinated, and paid time to recover from any symptoms of the vaccine
- ☆ A strong communication plan that includes our Benefits and Well-being Committee to make sure this information is accessible to all of our coworkers

How do I apply for an exemption?

- Fill out a medical exemption form or a religious exemption form through Validate and Verify (VAV). This can be found by going to Providence's portal [here](#).
- Stay tuned for more information from the Benefits and Well-being Committee for computer and language support.



What if my exemption is denied?

- If you think your religious or medical exemption was wrongly denied you have the right to appeal. You also have the right to a union delegate or representative in the process.
- If you do not have an approved exemption or are not fully vaccinated by October 18, you will be removed from the schedule. You will then have 30 days to

decide if you are getting the vaccine.

- If you choose not to get the vaccine by November 18 then you will be considered voluntarily terminated. If at any point you do decide to get vaccinated or if the mandate is lifted, you will be eligible for rehire.
- If you choose to become fully vaccinated and take steps before November 18, then your employment will be extended for an additional 45 days from the date you receive your first vaccine. You'll then be returned to the schedule once you provide proof you are fully vaccinated. In this circumstance you can use your vacation time (accrued leave).

If you have more questions about the mandate or how this applies to you, please reach out to your department delegate.



“We need to be vaccinated because delta has made the pandemic the worst it’s been since its onset. We have more cases now across all ages but especially in our younger people. We must also keep our healthcare workers safe to continue caring for our patients. Our MOU is important so that people of all backgrounds are treated as fairly as possible. We needed to reach out to all workers so they understand the need for the vaccine and the urgency of the Governor’s mandate. We need to be as fair as we can to anyone unable to work after the mandate goes into effect. We don’t want people to be caught by surprise so we have provisions to make sure everybody has access to the right information. We don’t want anybody to be lost or left behind.” **Anne Powers, RN, Emergency Department, First Hill**

Our Unity and Persistence are Our Strength

Our solutions to our statewide staffing crisis

The pandemic has exacerbated a staffing crisis that already existed even further and healthcare systems have a responsibility to attract the staff that we need every day. Our bargaining team has proposed innovative ideas around recruitment and incentive shift to address our daily short staffing problems.

Recruitment and Recognition Bonuses

Recognition and appreciation are key components of a real plan for recruitment and retention. Earlier this year, we proposed to Swedish a Hero Appreciation Bonus of \$1,000 for every member of our union at Swedish. Over and over, we called on Swedish to recognize what all of us have done throughout this pandemic to keep our community healthy. All of our members have stepped up in significant ways and it is time for Swedish to step up too.

We all saw the communication last week that Swedish has moved because of our unity to recognize our work the past year. We need Swedish to do more. That is why our bargaining team proposed the following additional retention bonus structure to ensure that those units hardest hit by the staffing crisis don’t fall further behind.

Proposed Retention Bonus Amount	Proposed Eligible Departments
\$1,000	Everyone!
\$5,000	Acute care units and units with 20% or higher turnover rate
\$8,000	ICU, EDs, Respiratory therapy, Surgical Services and units with 30% or higher turnover rate

Incentive Shifts

Our proposals for incentive shifts will give Swedish the competitive edge we need. Below recaps our current proposals to expand incentive shift. For details on the current incentive agreement you can scan this QR code.



We continue to tell Swedish that having clear parameters for how incentive shifts are designated will create greater transparency and less confusion and frustration.

Edmonds has had a permanent Incentive Shift Program in place and we want to keep Edmonds at a high standard for incentive shift rates that we fought hard for during the last contract negotiations. Check with your bargaining team member for details on our proposals to expand the Edmonds Incentive Shift program to critical need departments.

CBA/Classification	Extra Shift Incentive	
	Swedish-Providence’s Proposal	Our Proposal
OR (including PACU), ICU, IMCU, ED – RN	\$500	\$650
OR (including PACU), ICU, IMCU, ED – Service & Tech	\$250	\$350
RN – Including Extender(s)	\$400	\$450
Service	\$250	\$300
Tech	\$250	\$300
Respiratory Therapist	\$500	\$650

Exciting Developments in Negotiations

Short Term Scheduling Availability Increase Incentives

The good news is that management brought a creative idea to incentivize per diems to work full and part-time shifts temporarily to help us meet the staffing needs. We are continuing to work towards reaching agreements on what these incentives are.

4-hour Incentive Shifts

Swedish also heard us that adding 4-hour Incentive Shifts will help and agreed to add these for prorated incentives.