



HAPPY NUTRITION SERVICES WEEK!

October 3-9



Join us in celebrating our Nutrition Services coworkers this week! We are excited to have a full week to celebrate the extraordinary work we do for patient care! The need for fresh, quality, and well-prepared food is an integral part of the care patients need to get well.

This has been a hectic time, and we want to take some time to highlight recent wins of our union team and the amazing contributions of our Nutrition Services coworkers.

This summer we had change teams at three campuses, First Hill, Cherry Hill, and Issaquah. We used our voices and experience to advocate for our patients and we were heard loud and clear. Standing together we were able to ensure everyone who wanted to keep their FTEs, kept them!

- ☆ No loss of FTE or employment opportunities at any campus.
- ☆ **First Hill:** New opportunities in the new kitchen following the closure of Market Café, and retail café opening on the 1st floor for guests and visitors.
- ☆ **Cherry Hill:** Closure of retail services and move to room service only, expanding access to ordering food to be delivered to patients.
- ☆ **Issaquah:** Added multiple positions to crucial areas and made sure there was no reduction of FTE for anyone.



“For far too long, the needs of Nutrition Services have been ignored by Swedish management. We do not have the staffing needed to provide for our patients during this pandemic, nor did we have the staffing before it. We regularly have two people delivering food to over 100 patients, and their visitors, and to hungry staff members, with one person doing all of the dishes for the entire day. Missing breaks, working doubles, and going weeks without a day off is commonplace here. Despite the huge turnover, we are still talked down to, and treated as disposable. We deserve respect. Without us, our patients would literally starve.”
Jeffery Shellenbarger, Issaquah, Nutrition Services Lead

<p>SMC Temporary Incentive Pay (FH, CH, ISS, Ballard, Redmond, Mill Creek)</p>	<p>Swedish Edmonds Overtime</p>
<p>For details on the current Incentive Agreement you can scan this QR code</p>	<p>For time worked beyond the normal full-time workday or normal full-time work period. Time and a half (1.5x) regular rate of pay*</p>



*See article 9.5 Swedish Edmonds Pro/Tech/Service CBA



“As an employee, I have no problem bringing up concerns that affect our work to management, but I do have a problem with the resolutions. Why does it take so long to get a response and why does HR/Management have different answers than the Union? We have to fight twice as hard to get things fixed because HR and Management’s interpretation of the contract is different. We have issues with not getting paid for working in a higher-class job and with those who work over 12-hour shifts getting an extra hour taken out for lunch! We need more transparency from our management team!”
Veronica Mensah, First Hill, Nutrition Assistant

Our contract standards for when we work in multiple job classes

What is your experience with filling in for other jobs in your department? We have language in our contract that says if this is for more than a week, you will be paid at the higher rate of pay.

SMC Service CBA:

11.9 Temporary Assignments. Temporary assignments to a lower paid position will not result in a decrease in rate of pay. Temporary assignments to a higher classification, other than for training, of a week or more shall result in payment at the rate of the scale for the higher classification at the step which is equivalent to the employee's step in their regular assignment for all time worked in the classification.

Edmonds ProTech CBA:

11.8 Temporary Assignment. Temporary assignment by the Employer to a higher paid position for four (4) or more consecutive hours shall be paid at the higher classification rate of pay, calculated by the same method as provided for under Section 10.8. Temporary assignment by the Employer to a lower paid position shall not affect the employee's rate of pay; provided, however, this section shall not apply to employees whose reassignment was necessary due to failure to maintain their certification, license or registration.



Are you a member of our union at Swedish?

One way to make sure Swedish remains a great place to work and to keep our union strong is by joining your coworkers and becoming a member. You can join SEIU Healthcare 1199NW by filling out an electronic card!

joinseiu1199nw.org



scan this QR code with your phone camera to become a member!

