

We Won Increases to Incentive Shift Rates!

Access Our Incentive Agreement:

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



“I think the incentive shift we won is a good start. Patients are going to get the care they deserve when everyone is adequately staffed. Priority needs to be given to all the areas that have been hit hardest by the pandemic and staffing crisis.” – **Angie Dickinson, RN, Labor and Delivery, Issaquah**

CBA/Classification	Extra Shift Incentive for 12-hour shift*	
OR (including PACU)/ICU/IMCU/ED - RN	\$600	\$100 more per shift!
OR (including PACU), ED, ICU, W&I: Tech, ED Tech	\$350	\$150 more per shift!
W&I - RN	\$600	\$300 more per shift!
RN - including Extender(s)	\$400	\$100 more per shift!
Service	\$250	\$50 more per shift!
Tech	\$250	\$50 more per shift!
Respiratory Therapist	\$600	\$100 more per shift!

**These rates do not apply to Swedish Edmonds. See Swedish Edmonds CBA Letter of Understanding Regarding Incentive Shifts for more information on how you might be eligible for Incentive Shifts at Edmonds.*

We have a clear process, where parameters used to determine incentive shift designation are provided to the designated committees and when there is a concern, Swedish will meet with representatives of that department to resolve.

Environmental Services will post a **minimum** of thirty-five (35) incentive shifts per pay period across SMC (FH, ISS, CH, BAL). Management reserves the right to post additional incentive shifts based on department need.

We began bargaining for a new Incentive Shift Program in September for improved incentive rates to help Swedish Medical Center recruit and retain staff. Competitive Incentive Shift rates are just one piece of the solution to the healthcare workers staffing crisis. By staying united and showing management that we won't leave our coworkers behind, we won bigger increases for everyone and prioritized the areas most hard hit by the staffing crisis.



It's Time to Act:

The Campaign for a Safe Staffing Law in Washington State Is Here

Our union is partnering with UFCW21 and WSNA in a statewide campaign to win a legislative proposal that will ensure safe staffing standards so we can care for patients safely, recruit new people into our industry and create sustainable and resilient healthcare systems for our communities.

We will be introducing this legislative proposal to elected officials in the coming months.

For more information, visit our campaign website: www.wasafeandhealthy.com



Ahead of the legislative session, we're sharing our stories with legislators in our districts asking for their support of our proposal.

Join us in calling on our state Legislature to require hospital executives to set and follow safe staffing standards for the health and safety of everyone in Washington!

With our advocacy tool, it only takes a few clicks to send a message to your representatives:

<http://1199nw.org/wasafeandhealthy>

