



We are taking action to expand and extend our SMC incentive shift program

Our team put in a lot of work to determine the best way to extend and expand the incentive shift program so that we have the resources we need to put patients first. Despite giving management multiple bargaining dates in the weeks and days leading up to the expiration of the agreement, Swedish management waited until last night to tell us they don't want to extend or negotiate the agreement. This is wrong. Our patients need us and we need to be valued for our hard work and dedication. We're taking action because we need our incentive shift program expanded and extended – not taken away.

If you have signed up for an incentive shift

If you have signed up for incentive eligible shifts after 3/31, email your manager ASAP and request to be removed from the schedule and call on them to meet with your bargaining team to negotiate an extended and expanded incentive shift program. If they deny your request, follow up to ask if they are putting you in mandatory overtime.

If they deny your request and put you into mandatory overtime status, they are violating the law and we can assist you in filing a complaint with Labor and Industries and a grievance. If management does not take you off the shift, call your delegate immediately.

We're telling Swedish management why we need an incentive shift program

Send a message to administrators



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

Staffing variance form

Document your staffing and safety concerns by filling out this staffing variance form



<https://1199nw.org/2XXAFi5>





“We need to realize that management does not care that we are working short. This is a crucial point, and we need to not pick up extra because management clearly does not care what happens if we don’t come in. We are working extra, stressing ourselves, limiting our time with our families to care for our patients and communities, but we need their cooperation; we deserve to be valued and that’s just how it is!”

- **Gloria Martin, RN, Behavioral Health Unit, Ballard**



“They continue to talk about high contingency staffing and running us short so there’s no sense in their decision when patients are the ones impacted by their decisions. They will not get the level of care they deserve. As frontline workers, we have been through COVID, some of us infected and our families, and after all that Swedish administration is sending the message to us now that we don’t matter, that patients don’t matter. As caregivers, we deserve better. I know why I got into nursing, it’s because of my passion to care for the patients who walk through those doors but I’m not able to do that because my boss is telling us that we are not worthy. We need to show our unity until they see our worth because we value ourselves and our patients.”

- **Delores Prescott, Charge RN, Oncology Services 12SW, First Hill**



“Our incentive shift program is important because from the beginning of the pandemic and through now, they are needing us to stay longer and pick up extra shifts because of the short staffing and we stepped up to help the operations. They need to appreciate us and come back to the bargaining table to negotiate with us. We sacrifice to help the operations of Swedish to prioritize our job taking care of patients and being responsible for ensuring our hospitals are clean. The incentive shift program helped us to help take care of the hospital and to take care of our families. We need to have unity so if we are united as all of EVS to stand up so they will consider that they need our help. They cannot sustain the staffing issues without us, the workers who are dependable and have integrity to serve and do our job to keep the hospital clean.”

- **Angel Sherburne, EVS Tech, Environmental Services, Cherry Hill**



“I feel like it’s so disrespectful how they are treating us. This is more of the same. Swedish is willing to pay people outside of the company way more money than they are willing to pay the long term workers who have gotten Swedish through the pandemic.”

- **Kristen Miller, NAC, Medical Specialty Unit, Issaquah**



“Swedish is failing to value caregivers and therefore undervaluing patient safety and our community. We must take action until Swedish values us and patient safety comes before profit!”

- **Tricia Jenkins, RN, Emergency Department, Cherry Hill**



“Swedish has no commitment to us. They want us to continue to do the work and they think it’s going to get done without our incentive shift program. We have been accountable to show up to work, stressed, and we know what it’s like not wanting to come to work. As healthcare workers, we always want to do the right thing. In this relationship, the other side of the table has been given every chance to do the right thing. They are making a lot of money off of us. It’s getting to the point where we can no longer continue to let them take advantage of us. It is time we show them how important we are. That is the most important thing - each other.”

- **Carol Lightle, RN, Medical Oncology, Issaquah**

***this does not impact the Swedish-Edmonds incentive shift contract language**