



## **We are united to make Swedish-Providence the leader in healthcare again!**

For years we have been raising the alarm about the staffing crisis in our hospitals – a crisis that predates the pandemic and has led to burnout and serious concerns about the quality of care we are able to provide with fewer resources. Our turnover rates are higher than ever. Meanwhile, wages at our hospitals keep falling further and further behind market rates, and the cost of living in the Seattle area continues to go up. We cannot afford to sit by and continue watching our coworkers leave the bedside in droves.

Because of the precedent we have set through our actions as a strong, fighting union, **we moved management to propose a return to the bargaining table to negotiate wages a year ahead of schedule.** Swedish administration communicated to us that they understand the urgency around our recruitment and retention issues, but it’s going to take all of us to keep up the momentum and win the workforce investments we deserve and our patients need.



“Our contract is due to expire in 2023, but it’s clear that to remain at the top of the market and close the wage gap, we have to act now. What brought me to Swedish was its reputation as a world-class hospital and the chance to work with a top-notch care team, but turnover has led to rushed care and continued short staffing. It’s frustrating. The prospect of reopening wage negotiations early is a good thing! It’s going to help with our retention issues and ensure our units are safely staffed. We shouldn’t delay a fix to the crisis.” - **Carol Lightle, Charge RN, Issaquah, SEIU Healthcare 1199NW Vice President**



“We know that Swedish is not doing enough to recruit and retain healthcare workers. We delivered failing grade cards to CNOs across the system, sent emails demanding management listen to our concerns, we have filled out staffing variance forms that ultimately resulted in citations for deficiencies from DOH, attended unity breaks and have not stopped demanding management address the economic issues causing our co-workers to leave for higher paid agency contracts and better staffed facilities. We know Swedish can do the right thing and improve conditions so that we can recruit and retain – this is the opportunity for them to do it, and we will continue to take action until they do.” - **Melissa Keefe, Ballard Critical Care Float RN, SEIU Healthcare 1199NW Executive Board Member**

# Our next steps to win an agreement that invests in the frontline

## We elect a bargaining team:

Our bargaining team is a group of well-respected, trusted coworkers who represent us at the bargaining table.

"A bargaining team is a team of your elected co-workers who meet with management to negotiate changes and improvements to our contracts. Having people you trust to meet with management is really important for us to be able to win improvements to our standards. We are advocates and problem solvers that want Swedish to be a successful environment where we are able to recruit and retain quality caregivers. Talk to your Executive Board members and Delegates about who you trust to fill this important role today." - **Mary Hurt, Edmonds Financial Counselor, SEIU Healthcare 1199NW Executive Board Member**



## We vote on proposals:

We'll join a vote meeting, learn about our bargaining priorities, and make our voices heard with our vote.

## We return to the bargaining table:

We take actions in our units and departments to show we stand with our bargaining team and will do what it takes to win a fair agreement.

"Unity is important to stand strong and if we have unity we have power. We are stronger together to hold management accountable so we can provide our patients with the best care. In order for us to provide the best care we need safe staffing and benefits for all." - **Angel Sherburne, EVS, Cherry Hill, SEIU Healthcare 1199NW Executive Board Member**



## We vote to ratify:

If an agreement is reached, our bargaining team will bring it back to all of us and we will have the opportunity to vote to ratify.

We're proud to welcome a new slate of officers and Executive Board members to lead us in this new chapter of our union.

### Meet your officers!

From left to right: President Jane Hopkins, Secretary-Treasurer Yolanda King-Lowe, Executive Vice President Casey Rukeyser, Vice President Carol Lightle, Executive Vice President Robin Wyss, and Vice President Marie Neumayer (Vice President Kimela Vigil not pictured).



## Get to know the newly elected members of our SEIU Healthcare 1199NW Executive Board at Swedish!

### Issaquah

Amie Ajmeh, EVS Tech  
Carol Lightle, RN

### Ballard

David Antwi, Nursing Assistant Cert HUC  
Gloria Martin, RN  
Jenifer Hollyfield, Surg Tech  
Melissa Anne Keefe, RN  
Terry Thompson, RN

### Cherry Hill

Angelita Sherburne, EVS Tech  
Cara Alderson, Charge Nurse  
Laura Wood, Social Worker  
Sheryll Valdez, Pharmacy Tech System Coord  
Tricia Jenkins, RN  
Victoria Marshall, RN

### Edmonds

Diana Garcia, Patient Sitter  
Mary Hurt, Financial Counselor  
Saba Tilahun, RN Case Manager

### First Hill

Anne Powers, RN  
Carmencia Smith, EVS Tech  
Delores Prescott, RN  
Lauren Armstrong, Patient Services Coordinator  
Margie McInnis, Central Services Tech  
Michael Scott, Rad Assistant  
Amy Saba, RN  
Sheron Ray, Nursing Assistant Cert  
Teresa DeLeon, Patient Registration Rep  
Valarie Howard, Monitor Tech Telesitter