

## Our plan to win an economic package that respects and values us

### *Join a proposal vote to have a say in our bargaining priorities!*

We took one of our strongest actions during our last contract bargaining in 2020, and through our actions we won equitable raises that ensured no one would get left behind. Our next raise under our current contract is a 2% increase effective the first full pay period after July 1, 2022, which will be the July 22, 2022 paycheck.

Now, as we prepare to return to the bargaining table to negotiate an economic reopener, we have the opportunity to keep our vision alive – a vision where no one is left behind as the landscape of healthcare changes, and one where we get Providence Swedish back on track with leading the market standards, so that we can retain and attract the best employees to give our patients the highest quality care that they deserve.



“Hi, my name is Carol Lightle. I am a charge nurse at Swedish Issaquah on Medical Oncology. I am a newly elected Vice President of your union and the co-chair of our system-wide Swedish staffing committee. I have been active on our campus staffing committee since 2016. I became really active in our union because of the staffing issues we were facing, and I truly believe we need to prioritize the things we need for our patients. That is only more urgent now with the staffing crisis we face in almost every department.

This economic reopener is really critical to addressing the staffing crisis we are all experiencing from wall to wall. It is our greatest opportunity to win real solutions that will address retention and recruitment and once again have Providence Swedish at the top of the market in the Puget Sound area right now. Come to a proposal vote and share your voice! That is how we can ensure we have the right priorities and that we are united to win what we need in this economic reopener.”

- **Carol Lightle, Charge Nurse, Medical Oncology,  
Swedish Issaquah, SEIU Healthcare 1199NW Vice President**

## What is an economic reopener?

**What does economic (wage) “reopener” mean and how is it different from regular contract negotiations?**

An economic reopener is an opportunity to bargain economic increases in our contract, such as wages, premiums, differentials, and incentive pay to meet our needs now and to bring our wages up to competitive market rates. It's not just a bonus; any contract provision attached to dollars is up for negotiation.

Under a reopener, we would not be negotiating elements of our contract that are not attached to economics. That means we will not be negotiating provisions such as New Employee Orientation language, holidays, discipline and grievance procedures, and others.

**Whose idea was it to bargain wages earlier than anticipated? And how can we be certain that Providence Swedish will negotiate in good faith?**

Providence Swedish reached out to our union team and proposed a return to the bargaining table to negotiate wages one year ahead of schedule. They communicated to us that they understand the urgency around our recruitment and retention issues and have shown a desire to act now. This process is entirely voluntary for both us and Providence Swedish. Providence Swedish is very aware of the strength of our unity and of our power; they've seen what happens when we wield it.

There is no way to know with 100% certainty that Providence Swedish will negotiate in good faith, but we are encouraged by the fact that they approached our union team first with the idea of an economic reopener. However, we are prepared to walk away from the table if we sense that Providence Swedish is not taking the process seriously and their proposals are too far from our values and the standards we've set for ourselves.

# We're voting on our bargaining team's proposals!

Join a proposal vote meeting, learn about our bargaining priorities, and make your voice heard with your vote.

	Campus	Time	Location
Friday, July 15	First Hill	10am-3pm	SOI 1st FI Conference Room
	First Hill	6pm-8:30pm	SOI 1st FI Conference Room
	Cherry Hill	11am-2pm	SECC Room A
	Cherry Hill	6pm-8:30pm	SECC Room A
Friday, July 15 - Saturday July 16 *Overnight*	Cherry Hill	11pm-1:30am	Pinard Foyer
Saturday, July 16	First Hill	11am-2pm	SOI 1st FI Conference Room
Saturday, July 16 - Sunday July 17 *Overnight*	First Hill	11pm-1:30am	SOI 1st FI Conference Room
Sunday, July 17	Edmonds	11am-2pm	3rd FI Conf Room
Monday, July 18	Ballard	11am-3pm	Conf Rooms A/B/C
	Ballard	5pm-8:30pm	Conf Rooms A/B/C
	Edmonds	11am-3pm	3rd FI Conf Room
	Edmonds	6pm-8:30pm	3rd FI Conf Room
Monday, July 18 - Tuesday, July 19 *Overnight*	Ballard	11pm-1:30am	Cond Rooms A/B/C
	Edmonds	10pm-1am	3rd FI Conf Room
Tuesday, July 19	Issaquah	11am-3pm	Leadership Room
	Issaquah	6pm-8:30pm	Leadership Room
	Cherry Hill	11am-3pm	SECC Room A
	Cherry Hill	5pm-8:30pm	SECC Room A
	Mill Creek	11am-12:30pm	Location TBD
Tuesday, July 19 - Wednesday July 20 *Overnight*	Issaquah	11pm-1:30am	Leadership Room
	Cherry Hill	11pm-1:30am	Pinard Foyer
Wednesday, July 20	First Hill	11am-2:30pm	Location TBD
	First Hill	5pm-8:30pm	Location TBD
	Edmonds	11am-2pm	3rd FI Conf Room
	Edmonds	5pm-8:30pm	3rd FI Conf Room
	Mill Creek	6:30pm-8pm	Location TBD
Wednesday, July 20 - Thursday, July 21 *Overnight*	First Hill	11pm-1:30am	Location TBD
Thursday, July 21	First Hill	5:30am-8am	Location TBD
	First Hill	12pm-3pm	Heath 9
	First Hill	5pm-8:30pm	Heath 9
	Edmonds	5:30am-8am	3rd FI Conf Room
	Edmonds	12pm-3pm	3rd FI Conf Room
	Edmonds	5pm-8:30pm	3rd FI Conf Room
	Redmond	11am-1pm	Location TBD
	Redmond	6pm-8:30pm	Location TBD
Friday, July 22	Ballard	5:30am-8am	Conf Room A/B/C
	Ballard	11am-2pm	Conf Room A/B/C
	Ballard	5pm-8:30pm	Conf Room A/B/C
	Cherry Hill	5:30pm-9pm	Pinard Foyer
	Issaquah	5:30am-8am	Location TBD
	Issaquah	12pm-3pm	Location TBD
Saturday, July 23	First Hill	11am-2pm	SOI 1st FI Conference Room
	Ballard	11am-2pm	Conf Room A/B/C
Sunday, July 24	Cherry Hill	11am-2pm	Pinard Foyer
Monday, July 25	First Hill	11am-2pm	SOI 1st FI Conference Room
	First Hill	5pm-8:30pm	SOI 1st FI Conference Room
	Cherry Hill	5:30am-8am	Layton Room
	Cherry Hill	11am-2pm	Layton Room
	Cherry Hill	5pm-8:30pm	Layton Room
	Redmond	6pm-8:30pm	Location TBD
Tuesday, July 26	Ballard	11am-2pm	Conf Room A/B/C
	Edmonds	5pm-8:30pm	3rd FI Conf Room
	Mill Creek	12pm-1:30pm	Location TBD
Wednesday, July 27	Edmonds	10am-1pm	3rd FI Conf Room
	Issaquah	11am-2pm	Knowledge/ Leadership Rooms
	First Hill	9am-3pm	Location TBD
	*Vote Count*	3pm	Location TBD