



**We ratified our agreement for a contract that respects the experience of Pharmacists, Registered Dietitians and Pharmacy Buyers!**

Swedish Pharmacists, Registered Dietitians, and Pharmacy Buyers are now covered under the Swedish Professional and Technical contract and join the thousands of union members, united for making Swedish the best place for patients to receive care. Our elected bargaining team was proud to recommend our agreement after several months of work negotiating and collaborating with Swedish management’s team to reach an agreement that helps us to achieve our values.

**What we won**

Accretion into the SMC ProTech Collective Bargaining Agreement, including all the benefits and protections that already exist for our coworkers in other union job classes

- ★ Maintenance of benefits
- ★ Protections and a transparent process for restructures, layoffs that center input from frontline caregivers
- ★ We all pay our fair share to have a strong organization
- ★ Grievance procedure to enforce violations of the contract and unfair discipline or terminations
- ★ Guaranteed across the board raises
- ★ Representation in Joint Labor Management Committees
- ★ SEIU Healthcare 1199NW Multi-Employer Training Fund benefits

A wage scale that recognizes the work we do no matter where we work in the Swedish system

- First full pay period following August 1, placement on the nearest step on the Edmonds scale without a reduction in hourly wage
  - Pharmacists: Grade Prof 18
  - Dietitians: Grade Prof 15
  - Buyers Grade Prof 12
- Within thirty (30) days after the initial scale placement, caregivers will have their scale placement adjusted based on years of relevant experience, not to exceed a six percent (6%) increase from the initial scale placement.
- Effective the first full pay period following 2/1/2023, caregivers below the appropriate scale placement based on their relevant years of experience will have their scale placement adjusted to the step reflecting the caregivers’ years of relevant experience
- Caregivers will have 60 days from initial placement to request upwards adjustment if their years of relevant experience are not accurately reflected

Respect for seniority

- As we enter into the Professional Technical Bargaining unit, we need a calculation for our seniority that recognizes our years of service at Swedish instead of years in the bargaining unit.

**Seniority = years of service (including partial years down to the month) X current FTE X 2080**

## Flexible scheduling for Dietitians

- Two options that allow us to flex our daily work schedules based on departmental and patient needs

## Shift differentials and premiums

Lead	\$3.00 per hour	Standby >50 hours	\$7.00 per hour
Shift 2	\$2.00 per hour	Per Diem	15% in lieu of benefits
Shift 3	\$6.00 per hour	Certificate Pay	\$0.75 per hour
Weekend	\$2.50 per hour	Preceptor	\$1.00 per hour
Standby <50 hours	\$6.25 per hour		

## Ratification Bonus

- \$500 lump sum, prorated for FTE
- \$125 for per diems

## Next Steps

Work with your bargaining team member to review your placement on the wage scale to ensure that all your years of experience get counted. Be sure to sign a membership card if you have not already. And join us at a proposal vote for the upcoming economic reopener.



[joinseiu1199nw.org](http://joinseiu1199nw.org)

## Your Bargaining Team

Alyssa Siegel - Dietitian, Cherry Hill	Melissa Steinbacher - Dietitian, First Hill
Bobby Hollowell - Pharmacy Buyer, First Hill	Shawn Wood - Pharmacist, Cherry Hill
Jesse Tegtmeier - Pharmacist, First Hill Anticoag Clinic	Slava Balenko - Pharmacist, Issaquah



“As a Bargaining Team, we took a look at what would do the most good for the most people and we won an agreement that moves everybody forward and everybody gains something that we didn’t have before. We are gaining the important protections that we didn’t have before that motivated all of us to join the union in the first place.”

- **Jesse Tegtmeier, Pharmacist, Anticoag Clinic, First Hill Campus**



“We are moving forward to join the thousands of our coworkers at just the right time to be going into the economic reopener. We have more collective power for our voices to be heard by Swedish to build on what we’ve won.”

- **Megann Karch, Registered Deititian, Cherry Hill Campus**



“It’s such a big win that we’re moving forward together and are unified to see these improvements and protections. For years, Buyers have been treated less than the technicians for the work we do that all contributes to patient care. We are finally getting the compensation that we’ve been overdue for years and the assurance that we are going to continue to get increases. We don’t have to wonder if we will get a raise this year or not. It’s now guaranteed. Swedish is now recognizing the value we bring.”

- **Bobby Hollowell, Pharmacy Buyer, First Hill Campus**