

# We voted YES for safe staffing

We need an economic package that will fill our thousands of vacancies across the system. That's why we all came together to vote **YES** on our elected bargaining team's values and priorities.

## Our values

- ★ We value each other and the work we all do to ensure patients get the care they need in every corner of the system.
- ★ We value Racial Justice to ensure Providence Swedish is a place where we all belong.

## Our Priorities

- ★ To ensure patients receive quality care in every part of the system, we will bargain a full economic package that recruits and retains qualified staff from around the area.
- ★ Achieve equitable wages and benefits through data and market-driven research that makes us the leader again in healthcare and allows us to live in the communities in which we work.
- ★ Work toward racial justice, equity, and respect for all in both patient care delivery and our workplace.



"I am proud of the work we all do at Swedish because Swedish has always had prestige in our community. We all want us to feel like we belong and when we turn around, all of us are together and feel like we are a family that can do the right thing for our patients. But when I go into work, I feel worried that we won't have everything that we need to do our best job and I see how difficult it is for my other coworkers too. Winning better wages can help Swedish be a leader with other hospitals so that we get the staffing we need."  
- Diana Garcia, PSA/ Patient Safety Attendant, Swedish Edmonds

## Our solutions to recruit and retain

Our problems with hiring and keeping staff are compounding our unsafe staffing conditions and leading to more turnover. Short staffing in all our units means many of us are taking more call and overtime to keep patients safe, and has led to record high burnout rates.

Our elected bargaining team is using these values and priorities to gather data and create market-driven proposals that will recruit and retain:

- ✦ Wages and market adjustments
- ✦ Credit for experience for current and new Service and Tech employees
- ✦ Addressing ghost steps
- ✦ Premiums and differentials, including Stand By, Shift, Weekend, Charge/Lead, Preceptor, etc.
- ✦ Incentive shifts (Stand By and Scheduled)
- ✦ Retention bonuses
- ✦ Retirement
- ✦ Break relief
- ✦ Retaining experienced senior employees
- ✦ Addressing call and standby issues



continued on flip side 



“Our power is in our numbers, and the more we come together—like we did in the proposal vote—the more we are able to show Providence that we’re unhappy with how they have handled the staffing crisis. We have an opportunity with this economic reopener to know how serious they are about addressing recruitment and retention —how ready they are to work with us to fix things. We don’t know what to expect but we’ll have a better picture after we meet with them in August. What we do know is that we need to stand together to be strong and not let them divide us along our differences. We need to be prepared to take action to win an economic package that will recruit and retain.” – **Shelley Thompson, CT Technologist, Issaquah**

# NEXT STEPS

1. Sign the unity petition to show Providence we are all united for these priorities.
2. Stay in touch with your bargaining team member – we’ll be doing updates on campus to make sure we all know what’s happening in bargaining!
3. The elected bargaining team will then review cost of living and market data to have a shared analysis of the current market for healthcare workers.

Bargaining Team Member	Campus	Department	Delores Prescott	First Hill	12SW Oncology
Kristin Mattison	Ballard	Acute Care	Janice Clark	First Hill	5SW Antepartum
Helen Thorsen	Ballard	ARS	Susan Zeman	First Hill	7SW Telemetry
Gloria Martin	Ballard	BHU	Melissa Steinbacher	First Hill	Dietitians
David Antwi	Ballard	BHU	Anne Powers	First Hill	Emergency Services
Melissa Keefe	Ballard	Critical Care Float	Carmen Smith	First Hill	Environmental Services
Al Kraft	Ballard	Emergency Services	Toni Holloway	First Hill	Float Pool
Alem Gebremedhin	Ballard	Environmental Services	Trayci Knox	First Hill	Float Pool
Richard Keefe	Ballard	Float Pool	Melissa Messina	First Hill	ICU/Flexible Staffing
Mustapha Drammeh	Ballard	Nutrition Services	Penny Steele	First Hill	Main and Sds Pre Post
Jennifer Hollyfield	Ballard	Surgery	Tanisha Paige	First Hill	Material service center
Terry Thompson	Ballard	Surgery	Michael Scott	First Hill	Medical Imaging Admin
Theresa Canda	Cherry Hill	B Level Float	Clistar "Cookie" Wortham	First Hill	Nutrition services
Laura Wood	Cherry Hill	Case Management	Miguel Guieb	First Hill	Nutrition Services
Megan Fishbaugh	Cherry Hill	Case Management	George Garcia	First Hill	Nutrition Services
Alyssa Siegel	Cherry Hill	Dietitians	Jenny Nobles	First Hill	Pediatrics
Jen Griffith	Cherry Hill	Electrophysiology Lab	Sheryl Valdez	First Hill	Pharmacy
Tricia Jenkins	Cherry Hill	Emergency Services	Bobby Hollowell	First Hill	Pharmacy Buyers
Angel Sherburne	Cherry Hill	Environmental Services	Claudia Pettis	First Hill	Postpartum
Jane Wakamatsu	Cherry Hill	Family Medicine Clinic	Lisa Wilson	First Hill	SCI Pharmacy
Shannon Weimer	Cherry Hill	Interventional Radiology	Carey Bly	First Hill	SOI
Nate Jolley	Cherry Hill	Interventional Radiology	Rehema Mohamed	First Hill	SOI
Alfred Allen	Cherry Hill	Materials Service Center	Margie Mcinnis	First Hill	Sterile Processing
Danny Ramirez	Cherry Hill	Neuro and Spine Surgery	Victor Hernandez Gonzalez	First Hill	Waste Mgmt
Cara Alderson	Cherry Hill	Neuro Critical Care	Rozie Erlewine	First Hill Clinics	Family Medicine Clinic
Laurinda Rutherford	Cherry Hill	Neuro Telemetry	Teresa Deleon	First Hill Clinics	Colo-rectal Clinic
Melissa Lane	Cherry Hill	Nutrition Services	Beth Blunt	First Hill Clinics	Swedish Cancer Institute
Shawn Wood	Cherry Hill	Pharmacy	Shelley Thompson	Issaquah	CT Scanning
Jenae Knapp	Cherry Hill	Recovery	Amie Ajmeh	Issaquah	Environmental Services
John Poquiz	Cherry Hill	Recovery	Aissatou Diallo	Issaquah	Float Pool
Jose Hill	Cherry Hill	Respiratory Therapy	Carol Lightle	Issaquah	General Medical
Ashley Yonemura	Cherry Hill	Sleep Lab	Ari Soberano	Issaquah	General Surgical
Sheron Ray	Cherry Hill	Surgical Telemetry	Darla Jackson	Issaquah	ICU Telemetry
Stephanie Johnson	Cherry Hill	Ultrasound	Sandee Salaya	Issaquah	ICU Telemetry
Sabrina Rasch	Edmonds	Medical Ortho	Nelia Flores	Issaquah	Issaquah Swed Cancer Institute
Ade Adeyemo	Edmonds	Surgical Oncology	Angie Dickinson	Issaquah	Labor and Delivery
Saba Tilahun	Edmonds	Case Management	Kristen Miller	Issaquah	Medical Specialty Unit
Jibril Rashid	Edmonds	Emergency Services	Jeffery Shellenbarger	Issaquah	Nutrition Services
Whitney Powers	Edmonds	Emergency Services	Ren Rivera	Issaquah	Preadmit
Harvey Exum	Edmonds	Endoscopy	Wendy Brantley	Mill Creek	Emergency Services
Joanne Smith	Edmonds	Environmental Services	Carissa Masching	Mill Creek	Imaging
Diana Garcia	Edmonds	Patient Safety Attendant	Melissa Golding	Redmond	Emergency Services
Jessica Oba	Edmonds	Mother Baby	Tony Jackson	Shared Services	Billing Office
Mary Hurt	Edmonds	Patient Registration	Christina Doll	Shared Services	Billing Office
Lauren Armstrong	Edmonds	Sleep Clinic	Leilani Farr	Shared Services	Clinical Resource Office
Leigh Gibbard	First Hill	10E General Surgery	Valarie Howard	Shared Services	eICU
Saba Amy	First Hill	10SW Telemetry	Marie Reed	Shared Services	Family Medicine Clinic



“Swedish used to be known as the best place that any patient could come to get amazing care, we worked as a team because we got recruited to a unit and felt like the family who could band together for the best outcomes for patients. But now it’s all about how fast you get a patient out the door despite any mistakes that might happen because we have to cut corners to meet the timelines from management. A fair economic package could help us to recruit and retain the best workers and get back to an environment where we focus on quality of patient care and I want Swedish to stand up and live their mission and rebuild our reputation in the community.” - **Carey Bly, RN, Ortho Services, First Hill**