

Our pay is our livelihood

We made it a priority to start Thursday's bargaining by letting management know that the implementation of Genesis has created confusion and serious pay issues for many of us. This is a huge problem that needs to be fixed. We're doing our part and Providence Swedish needs to do theirs.

Providence Swedish has committed to:

- ★ Fix errors within 24 hours
- ★ Reimburse any charges or fees from overdrafts
- ★ Use an audit system to find more errors and proactively fix these errors

We told management they need to teach and train everyone on how to read their paystubs.

If you have noticed mistakes in your pay that have not yet been resolved, please fill out this form.



1199nw.org/3PSyIiy



"When we were told about the change to Genesis in the ABC labor-management committee we asked to partner with Providence Swedish because we have seen issues before with the move to Kronos in the past. Our wages are something we count on. With the cost of living and as a single mother every dollar matters to me. In response to the errors, Caregivers have sent tickets, expedited it through managers, and in bargaining we got a commitment to get payment off cycle and within 48 hours. Now we are seeing our tickets have been closed with no estimated time of a resolution. It is not ok for our members to not see the money owed to them. This impacts their livelihood, my livelihood, my son's livelihood"

- **Sheryll Valdez, Pharmacy Technician System Coordinator, Pharmacy, First Hill**



"The payroll issue is not right. We leave our family, get our energy to just work Swedish and it is not our responsibility to make sure we get correct pay. It is management's responsibility to make sure everybody gets paid the right way. If we get the wrong pay we can't pay our rent, mortgage, put food on the table. Providence Swedish needs to do better and get us the right pay."

- **Amie Ajmeh, EVS Tech, Environmental Services, Issaquah**



"When we are hired by Providence Swedish we make a commitment to do our jobs—our entire jobs. When Providence Swedish hires us they make a legal commitment to pay us and pay us correctly. We don't work as volunteers. We don't work for free. It is Providence Swedish's responsibility to ensure that our paychecks are correct. The Genesis/Kronos issues are causing serious problems for employees—some are facing evictions, some are going to foodbanks, having their credit impacted for the long term. Please check your paychecks, make an HR ticket if you see an error, and follow the QR code on this bulletin so we know how you have been impacted."

- **Jenae Knapp, RN, PACU, Cherry Hill**