



We have ratified our historic agreement!

Because of our unity and strength, we now have a historic agreement at Providence Swedish. Overwhelmingly, we voted YES to approve the tentative agreement recommended by our bargaining team.

This historic agreement includes:

- Some of the largest raises in the area
Market adjustments for specific jobs to be competitive with area hospitals
Year-for-Year Credit for Experience for everyone!
Premium Increases
Incentive Shifts
Bonuses

For the full improvements in our new agreement, check out our website!



1199nw.org/3Sf231z

We won the largest increases ever at Providence Swedish!

In the next 24 months, every member will receive:

- First full pay period following ratification (October 14 paycheck): 4% or \$1.25/hour (whichever is higher)
April 1, 2023: 9.5% or \$3/hour (whichever is higher)
October 1, 2023: 4% or \$1.25/hour (whichever is higher)
October 1, 2024: 4% or \$1/hour (whichever is higher)

This means an across-the-board total of 21.5% or \$6.50, whichever is higher!

Table with 3 columns: Paycheck Date, You get the dollar amount if you make less than..., You get the % increase if you make more than...
Rows include: On October 14 paycheck, April 1, 2023, October 1, 2023, October 1, 2024

We won additional market adjustments that will go into effect on Sunday, September 25!

With the historic across-the-board increases we won, by 2024 we will be back to leading the market - even ahead of Seattle Children's for most of our wage scale! However, we saw that new nurses in the beginning of our wage scale were being left behind. To recruit new nurses, we won additional market adjustments for the base Step through Step 12. The following increases are *IN ADDITION* to the across the board raises.

- Steps Base, 1, 2 & 3: 3%
Steps 4 & 5: 2%
Steps 6, 7, 8 & 9: 1.5%
Steps 10, 11 & 12: 1%

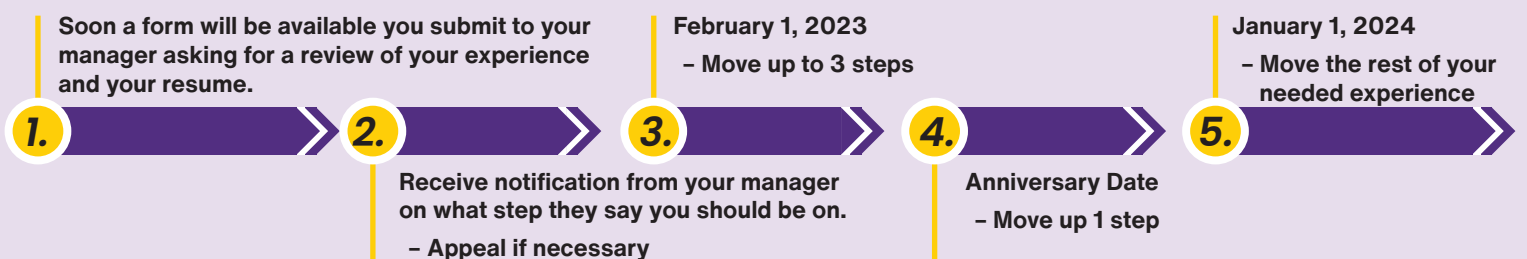
Social Workers with a LICSW will be placed on a new scale that is 6% higher than our current scale.

Edmonds Endoscopy Techs will be placed on a new scale that is aligned with the SMC Endoscopy Tech scale for an additional 16% increase.

Credit for Past Experience

For years, members in the Swedish Service and Edmonds Pro/Tech/Service agreement have been left behind. When hired, if a member in these contracts has relevant experience to their work, they would not have that experience fully counted for placement on the wage scale.

Now, we have won full year-for-year credit for all relevant experience. Here's what this means...



Removing ghost steps to recognize our experience beginning Sunday, September 25

What is a ghost step?

A ghost step happens when you move up a longevity or wage scale step, but your wage rate doesn't change.

Why are ghost steps bad?

Ghost steps prevent you from earning the well-deserved wage increase that should come with another year of experience, usually on your anniversary of employment.

Our agreement includes removing ALL ghost steps from the SMC Tech, SMC Service and Edmonds Pro/Tech/Service contract to ensure we are being recognized every year we work.

Table comparing Old Scale vs New Scale for Steps 10, 11, and 12. Shows wage rate increases for the new scale.

We won great increases to premiums and differentials beginning September 25

★ SMC Service

- Preceptor - **\$1.75/hour** *NEW* EVS ACET Mentor
- Night Shift - **\$2.75/hour**
- Lead - **\$2.25/hour**
- Stand By - **\$5.75 for first 50 hours and \$6 for all hours over 50**

★ SMC Tech

- Preceptor - **\$1.75/hour**
- *Night Shift - **\$3/hour**
- *Lead - **\$2.50/hour**
- Stand By - **\$6.75 for first 50 hours and \$7.50 for all hours over 50**

★ Edmonds RN

- Preceptor - **\$2/hour**
- Night Shift - **\$4.50/hour**
- Charge - **\$3/hour**
- Stand By - **\$6.75 for first 50 hours and \$7 for all hours over 50**

★ Edmonds Pro/Tech/Service

- Preceptor - **\$1.75/hour** *NEW* EVS ACET Mentor
- Night Shift - Grades 1-13 **\$3/hour** Grades 14-30 **\$3.50**
- Lead - **\$2.25/hour**
- Stand By - **\$6.50 for first 50 hours and \$6.75 for all hours over 50**

★ SMC RN

- Preceptor - **\$2/hour**
- Night Shift - **\$4.50/hour**
- Charge - **\$3/hour**
- Stand By - **\$6.75 for first 50 hours and \$7.75 for all hours over 50**

*Pharmacists, Dietitians and Pharmacy Buyers Lead premium \$3.00 per hour, Night shift premium \$6.00 per hour.

Bonuses that recognize our loyalty and our sacrifice during the hardest years of our careers

Appreciation bonuses

Everyone who works here at ratification (when we approve the agreement) will receive the following bonuses:

Jan. 1, 2023	\$1,000 - .9 and higher, prorated by FTE - Per diems \$250
April 1, 2024	\$1,500 - .9 and higher, prorated by FTE - Per diems \$375

Longevity bonuses

On each of the following anniversaries everyone will receive the following lump sum:

20th anniversary	\$7,000
Every five years after (25, 30, 35, etc.)	\$7,000

An incentive shift program to help ensure safe staffing and quality care

Edmonds

Respiratory Therapists and Lab Department (other Edmonds incentive shifts remains the same)

All other locations besides Edmonds

RNs, CNAs, ED Techs, Respiratory Therapists

Beginning October 1, 2022, and ending January 31, 2023:

★ Prescheduled Incentive

- ★ Two weeks before the shift where deemed necessary by the department/unit manager, extra shifts shall be designated as incentive eligible and paid at the following rates:
 - ★ Below 0.9 FTE will receive time-and-one-half (1.5x) for each extra shift worked
 - ★ 0.9 FTE or above will receive double-time (2x) for each extra shift worked
- ★ Extra shifts are shifts worked beyond caregiver's FTE. To remain eligible, caregivers must work their regular FTE in place at the time of ratification, in addition to the extra shifts. Pre-scheduled vacation, non-mandatory education, and/or other approved or unapproved time off shall not be considered hours worked towards the caregiver's regular FTE within the pay period.
 - ★ Per diem employees must work their thirty-six (36) hours of availability for a six-week schedule to be eligible

Next steps

Stay in touch with your bargaining team members and look out for updates when contracts are printed and ready to be picked up! It may take several weeks while our contract is thoroughly reviewed by our union legal team and signed by all parties. Printed copies will be available for distribution, as well as on our website.