

## We held management accountable and won an agreement regarding Genesis payment errors!

Providence Swedish implemented a new payroll system, Genesis, in May 2022. Following the launch, many of us experienced problems with premiums or differentials not being reflected in our paychecks, missing certification pay, OT/DT missing or incorrectly calculated OT/DT, and portions of regular pay missing like float pay.

We formed the Genesis Project group by electing union leaders from across our system who committed to leading our collective work. We held management accountable by filing grievances for each of our five contracts, and after four sessions of mediation with Swedish we came to an agreement that both we and management are proud of.

“We stayed united when Providence Swedish changed and implemented the inaccurate, issue riddled system that is Genesis payroll. So many of us were impacted by the change. Because of the inaccuracies, confusion, and lack of clarity that impacted so many caregivers, we filed 5 grievances for all of the contracts at Providence Swedish. The Genesis program was so bad that the nurses in Oregon filed a class action lawsuit against our mutual employer Providence St Joseph Health. In response, we created the Genesis Project Team with members from across our system and by staying united, we fought to hold them accountable to our contract. We got them to address the problems they created by implementing a software program that was not ready for our healthcare system and now they agreed to make it right. If folks were impacted, lost money, had credit scores impacted, Providence Swedish has agreed to put in place a process to address these issues. If folks are still not able to read their paystubs, Swedish has agreed to hold education sessions. Swedish has said they will work with us to make this right. If you have questions, reach out to your delegate or organizers. When we fight, we win!” - **Sheryll Valdez, Senior Pharmacy Technician, Swedish First Hill**



### Our unity made Swedish commit to:

- ✓ Ongoing paycheck transparency and education, both virtual and in person
- ✓ If your credit score was impacted by Genesis, Swedish will provide, on request, a letter for you to send to the credit agencies explaining the situation
- ✓ Swedish agreed to reimburse fees and penalties incurred as a result of Genesis errors
- ✓ Improved process to fix future payroll errors
- ✓ Anyone who would like a full account of their pay stubs from 5/2022-12/2022 can make a one-time request through the HR service center
- ✓ 1199NW and Swedish will do a joint survey around 8/25/23 to identify members who want an in-person training on reading our paychecks



We have...

- \* **45 days** to request accounting
- \* **3 months** for HR to offer one virtual training per shift
- \* **60 calendar days** to submit explanation and documents showing your consequential damages

# Swedish finally has an Outpatient Clinic Multi-Campus Float Pool!

We have fought hard over the years to raise standards in our Swedish Outpatient Care Clinics by developing our Outpatient Services Labor Management committee. Our collective unity and commitment to our patients have ensured that we will have the staffing needed!

**We will see float pools for SCI, Patient Service Coordinators, Referral and Scheduling Coordinators, MAs and Mammo Techs.**

**We will see an addition of 22.25 FTE**

- ★ RNs 9.2
- ★ PSC I and PSC II 8.6
- ★ MAs 3.25
- ★ Mammography Techs 0.9
- ★ Referral and Scheduling Coordinators 0.3

“Our LMC has worked hard, both the members and management. We have reviewed years of staffing data for Swedish clinics. We spoke with many clinic workers and core leaders about their staffing trends and experiences. We hope the float pool will give some much-needed relief and support and allow us to take vacations when we need them. Now that we have been given the okay to move forward, we need to create the job descriptions, work out the contract language (the MOU), determine who manages it, hire the caregivers, and give one final presentation to the CEO when we are ready. Our Outpatient Care Service Labor Management Committee members are: Lauren Armstrong (co-chair), Ash Yonemura, Anne Lewis, and Alyssa Stevenson.” - **Lauren Armstrong, Senior Medical Assistant, Swedish Shared Services**



**We are stronger together!  
Become a member of our union now.**



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