



**SEIU**Healthcare®  
United for Quality Care

**Providence Swedish**

October 5, 2023

## We have a voice in changes that can affect our pay

We received notification that Providence Swedish intends to implement changes to how missed meal breaks are captured in Kronos as well as eliminating the 7 minute rounding to the nearest 15 minutes. This change could affect your pay and is a mandatory subject of bargaining. We have sent notice to Providence Swedish to cease and desist implementation of this change until we reach an agreement at the bargaining table. We will continue to stand united to make sure this proposed change includes our voices.

“The implementation of the new Kronos changes may save Providence money by only paying us for every minute we are clocked in. However, these changes will end up costing employees’ job satisfaction. It’s not an uncommon practice to bundle rest breaks and meal breaks together so we can rest or leave campus for breaks. Forcing us to clock back in after 30 min means we may not be able to leave campus. I am concerned that we will face more disciplinary action for tardiness and incidental OT because we are all being forced to line up to clock in and out at the same time. Finally, how will this affect employees who constantly need to be ready to respond to emergencies, like code teams? Will we have to stop to clock back in during a break to respond to codes and delay patient care? Or will we have to risk being written up for taking an extended break? Providence needs to stop these changes and come to the Negotiation Table to get fair language in the contract regarding these changes.” - **Melissa Keefe, RN Ballard**



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# Do you need help reading your Genesis pay stub?

Take this survey to indicate you would like to attend an in-person or virtual paycheck education session.



In-person and virtual sessions will be held to meet the demand generated by our participation in this survey. It is important that we all understand how our pay stub works so we can notice mistakes like we saw last year with the move to Genesis.

***Complete the survey by Wednesday, October 25!***



“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. 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. 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**

## Training Fund Update

If you are planning on using the Multi-Employer Training Fund, don't forget that October 15 is the tuition Assistance application deadline! If you plan to go to school in 2024 and are not already an active TA user, learn more here:

<https://bit.ly/TFtuition>



There is additional funding available for RNs for this year - up to \$3,000 extra in TA Scholarship Funding and up to \$200 extra in additional PD support funding!

Learn more here: <http://bit.ly/RNextras>

