

We're raising standards by uniting
with our coworkers in 1199NW!
Welcoming new job classes to our union

Oncology Social Workers, Art Therapist, BSWs, and Continuing Medical Education Coordinators are officially members of 1199NW! We ratified our agreement to join our coworkers at Swedish with a supermajority saying YES! Our unity is our strength, and the more union siblings there are, the more power we have to stand up for ourselves, our families, and our patients.



Transparent and equitable wage scales for all

For years, we have been behind our coworkers in the union at Swedish in wages and benefits. Now, as union members we will be equitably placed on the contract wage scale and receive all the benefits of the Technical collective bargaining agreement!

- ✓

Following the second full pay period of ratification, everyone will be placed on the wage scale at the rate closest to your current rate without a reduction.
- ✓

Within 30 days of the initial placement, your scale can be adjusted based on years of relevant experience, but not to exceed 5%.
- ✓

Following the second full pay period after March 15, 2024, any remaining adjustments will be applied to catch up your wage to reflect your total years of relevant experience.
- ✓

Members have 60 days from when they receive notice of their step placement to request to be placed on a higher step based on past experience.



“Thanks to the support of SEIU Healthcare 1199NW, our entire bargaining team, all who voted, and the thoughtful recognition of Swedish management, concerning disparity in pay for Art Therapists, we experienced a meaningful WIN for equity and social justice. Barrier-breaking steps were taken to increase SCI Art Therapist wages—steps that will benefit not only SCI Art Therapists, but clinical Art Therapists nation-wide, and the professional field of Art Therapy as a whole.” - Kim McAndrews, MA, LMHC, ATR, SCI Art Therapist

Current Job Title	Base	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
Associate Continuing Education Coordinator	\$28.28	\$29.42	\$30.59	\$31.17	\$31.74	\$32.29	\$32.92	\$33.54	\$34.16	\$34.83	\$35.46	\$36.18	\$36.96	\$37.34	\$37.72	\$38.14	\$38.59	\$38.99	\$39.41	\$39.83	\$40.27	\$41.33
Continuing Medical Education Coordinator	\$31.31	\$32.66	\$34.24	\$35.00	\$35.76	\$36.57	\$37.36	\$38.12	\$39.05	\$39.84	\$40.74	\$41.65	\$42.58	\$43.04	\$43.50	\$43.97	\$44.44	\$44.95	\$45.47	\$45.93	\$46.42	\$47.64
Senior Continuing Medical Education Coordinator	\$34.34	\$36.03	\$37.82	\$38.70	\$39.48	\$40.37	\$41.22	\$42.18	\$43.11	\$44.04	\$45.03	\$46.01	\$47.02	\$47.53	\$48.04	\$48.58	\$49.12	\$49.67	\$50.23	\$50.80	\$51.37	\$52.61
Associate Art Therapist	\$41.00	\$41.92	\$42.86	\$43.88	\$44.81	\$45.84	\$46.87	\$47.93	\$49.00	\$50.07	\$51.19	\$52.23	\$53.25	\$54.32	\$55.43	\$55.97	\$56.51	\$57.05	\$57.60	\$58.74	\$59.89	\$62.33
Art Therapist	\$44.74	\$45.75	\$46.78	\$47.89	\$48.91	\$50.03	\$51.16	\$52.32	\$53.49	\$54.66	\$55.89	\$57.03	\$58.14	\$59.32	\$60.53	\$61.12	\$61.71	\$62.31	\$62.91	\$64.16	\$65.42	\$68.08
Social Worker BSW	\$29.82	\$31.10	\$32.36	\$32.99	\$33.65	\$34.31	\$34.95	\$35.66	\$36.46	\$37.19	\$38.04	\$38.86	\$39.72	\$40.16	\$40.60	\$41.05	\$41.50	\$41.98	\$42.46	\$42.92	\$43.40	\$44.50
Social Worker MSW	\$42.21	\$43.16	\$44.13	\$45.18	\$46.14	\$47.20	\$48.26	\$49.36	\$50.46	\$51.57	\$52.73	\$53.80	\$54.85	\$55.96	\$57.10	\$57.66	\$58.22	\$58.78	\$59.35	\$60.53	\$61.72	\$64.23
Social Worker LCSW	\$44.74	\$45.75	\$46.78	\$47.89	\$48.91	\$50.03	\$51.16	\$52.32	\$53.49	\$54.66	\$55.89	\$57.03	\$58.14	\$59.32	\$60.53	\$61.12	\$61.71	\$62.31	\$62.91	\$64.16	\$65.42	\$68.08



“Many of us wanted to join the union because wages were not fair across our team. We are all very excited to finally have equitable, transparent wages that match the value of our work. These wages will allow us to retain our great clinicians who want to continue to serve our patients. And we know being in the union we have a voice!” – **Patrick Stephens, MSW**

Our voices make a difference!

Our bargaining team came into these negotiations ready to defend the maintenance of exempt / salary status. Swedish management came ready to take that away because salary wages will grow to an amount that they cannot maintain and either way folks would end up hourly.

Faced with this our, bargaining team worked together to get your voice and input and won a transition!

- ✓ The second full pay period follow March 15, 2024 everyone will be hourly
- ✓ There is opportunity to meet with our managers following 30 days
- ✓ 60 day grace period to acclimate clocking in and out of the system

In recognition of your service and dedication to Swedish and your community, our bargaining team negotiated a ratification bonus!

\$750 for a full time employee and prorated by FTE with Per diems receiving \$100.

What’s next?

Scan this QR code to read the full Tech Contract.



1199nw.org/46Lpfve

Become a member of our union today! The more united we are, the bigger we win.



joinseiu1199nw.org

Sign up for the Healthcare Leadership Fund to help elect leaders who will stand with healthcare workers.



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