



Our strength during bargaining in 2022 led to historic wins, which we continue to see reflected in our wages!

We have seen improvements in recruitment and retention at Swedish Providence because we won industry-leading wage increases in our 2022 economic reopener. Our current contracts that expire in 2025 have raises and bonuses that we all benefit from.

►► Coming up in October: Our next across-the-board raise

In the first full pay period after October 1, we will all receive a 4% increase to our hourly rate or \$1/hour, whichever is higher.

Combined with our previous wage increases over the life of this contract, we will all have received wage increases of 21.5% or \$6.50 per hour, whichever is higher. This is in addition to our annual step increases and full year-for-year credit for past experience for all workers.



“I’m so proud we as a union recognize the need to recruit and retain support staff in addition to nurses. We are all essential to safe, quality patient care and should be valued as such. As an RN who started as, and went on strike as, an NAC, I’m glad to see historic raises and appreciation bonuses for ALL our workers across Swedish.”
–**Marissa Evans, RN, ECT, Ballard**

- ✓ Our wages have reliably and steadily grown since 2013

Registered Nurses	NAC	EVS Tech
60% increase in wages since 2013 	56% increase in wages since 2013 	58% increase in wages. Out top step went from \$14 to \$33!

►► Coming up this month: Appreciation bonus Our work deserves appreciation!

Those of us who were working here at the time of contract ratification, September 20, 2022, will receive a \$1,500 appreciation bonus in the first full pay period in April, landing in the April 26 paycheck. This bonus is prorated by FTE, with per diem workers getting a \$375 bonus.

“We fought COVID and worked through a staffing crisis for years to provide patient care here at Swedish. Because of our work and our bargaining efforts in the summer of 2022, this April we will be receiving an appreciation bonus. This is a very good thing that we are getting the appreciation from our employer that we deserve. Many of us will have important things we can do with this bonus – I sure can use this money to show appreciation to my family.” –**Moussa Laye, Materials Distribution and Receiving Tech, MSC, Issaquah**



“Once we ratified our contract in 2022, not only was I excited to see that we were getting raises all the way through October 2024, but seeing the appreciation bonus for this April was a nice change in pace, especially for those of us who were here from the ratification of the contract to working throughout the pandemic. It’s nice to see the hard work we provided for our patients and feel appreciated after these last four years!” – **Alyssa Stevenson, Referral Scheduling Coordinator, Diabetes Education Center, First Hill Clinics**



▶▶ Coming up on our anniversary: Longevity bonuses Recognizing our commitment to Swedish

For those of us that have worked at Swedish for a long time, our commitment is being recognized. Since the ratification of the 2022 agreement, caregivers with continuous employment will receive a \$7,000 lump sum bonus in the next pay period after our 20th anniversary, as well as for each additional five years of continuous service (i.e. 25th anniversary, 30th anniversary, etc.).



“The appreciation bonus we are getting in April is one small part of the historic financial package we were able to negotiate in September 2022. The 21.5% wage increases are the largest raises I’ve ever received as a nurse with 39 years of experience in the field—and it made nurses at Swedish the highest paid in the state. In just a few months, I’ll be eligible for a longevity bonus, as well. I also benefit from increased premium pay when working as a Relief Charge Nurse. This package has made a significant difference in our ability as healthcare workers to keep up with rising costs of living in the Seattle area.” – **Janice Clark, RN, Antepartum, First Hill**

▶▶ Providence cannot change our medical benefits without negotiating

Our PPO medical plan is the best plan in the Providence system because we negotiated the plan design and fought to keep our out-of-pocket costs low. Any changes to this plan must be negotiated because we have a standard in our contracts called “maintenance of benefits.”

Recently, Providence notified us they are changing their medical administrator, not the insurance coverage. Because it is unclear what this means we sent a demand to bargain as well as a cease and desist and requested more information to understand the effects this will have on medical coverage.

The lack of transparency from Providence about this change is concerning. We need to know more to determine what steps might need to be taken to protect our low-cost, accessible medical benefits.

“We are determined to protect our PPO medical plan and make sure we don’t face creeping costs as a result of a change to the plan administrator. It is not OK for management to implement a change like this without more proactive communication and assurances. We are investigating potential impacts a change to the plan administrator would have and will insist Providence bargain over all of these.” – **Cara Alderson, RN, Neuro Critical Care, Cherry Hill**

