



# WE VOTED YES TO RATIFY OUR NEW CONTRACT! \* WE WON OUR STRONGEST CONTRACT EVER! \*



We led on our values: Providence Swedish being a market leader, great patient care, and Racial Justice. As a result of intentional bargaining, Providence Swedish brought a first proposal that came close to what we needed.

We raised standards while Medicaid/care cuts are impacting healthcare because we stood united and used our worker power to overcome external threats. Ratifying this contract means we have an agreement that protects us for the next four years.



**“This is our strongest contract ever!** This bargaining team made sure this contract has across-the-board wage increases, union protection, parity, including addressing Aetna. The changes in our nation affect us all, and being in a strong union gives us protection at our jobs. Congratulations on our new contract!” **-Valarie Howard, Tele sitter/ NAC, Tele-ICU, First Hill**



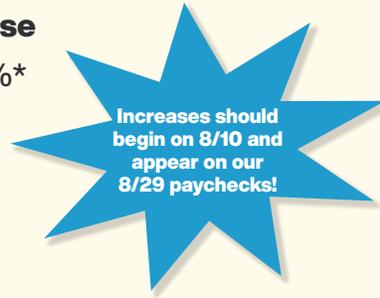
**“This is the strongest contract we have won in Swedish history.** I’m proud to stand with our bargaining team in securing a strong contract that was done through uplifting the values of our union. What we have done despite these challenges is no small undertaking. This is a contract that we can all be proud of!” **-Carol Lightle, RN, Medical Oncology, Issaquah**

# RECRUITING, RETAINING, AND ACHIEVING PARITY!

From the bargaining table to every unit and department - our unity made this victory possible.

## 5 increases over 4 years, totaling 15% increase

- Second full pay period following ratification: 4%\*
- July 1, 2026 - 2.5%
- January 1, 2027 - 2.5%
- July 1, 2027- 3%
- July 1, 2028 - 3%



## Nurses won an additional 4.5% market adjustment in the first two years of the contract

- Second full pay period following ratification: 3%
- July 1, 2026 - 1.5%

Totaling **19.5%** over the life of the contract.

## We won wage scale parity adjustments for every job class we proposed!

“We worked long and hard together towards the goal of uniting job classes and contracts across the Swedish system. The fruit of our labor is that Edmonds CT has finally achieved wage parity after winning a 10% market adjustment within the life of the proposed contract. Now in 2025, I witnessed firsthand as our RN coworkers selflessly made sacrifices once again in order to prioritize achieving gains for all Swedish workers. **The current contract will go a long way towards uplifting our RN coworkers whilst simultaneously tackling issues of recruitment/retention and hopefully opens the door for a better future for us all.**”

**-Henry Tan, CT Technologist, CT Scanning, Edmonds**



## Major increases to all differentials!

**We won major increases to all shift differentials and won increases to standby and certification pay!**

		Eve Current	Ratification	7/1/26	7/1/27	7/1/28
Swedish	RN	\$2.75		\$3.00		\$3.25
Swedish Edmonds	RN	\$2.50		\$3.00		\$3.25
Swedish	SVC	\$1.50	\$2.00	\$2.25	\$2.40	\$2.55
Swedish	Tech	\$2.00	\$2.00	\$2.25	\$2.40	\$2.55
Swedish Edmonds	PTS	Shift Grades 1-7 \$1.50/ 8-13 \$1.75/ 14-29 \$2	\$2.00	\$2.25	\$2.40	\$2.55
		Night Current	Ratification	7/1/26	7/1/27	7/1/28
Swedish	RN	\$4.50		\$4.75		\$4.95
Swedish Edmonds	RN	\$4.50		\$4.75		\$4.95
Swedish	SVC	\$2.75	\$3.50	\$3.75	\$3.90	\$4.00
Swedish	Tech	\$3.00	\$3.50	\$3.75	\$3.90	\$4.00
Swedish Edmonds	PTS	Shift Grades 1-13 \$3.00/14-30 \$3.50	\$3.50	\$3.75	\$3.90	\$4.00
		Weekend Current	Ratification	7/1/26	7/1/27	7/1/28
Swedish	RN	\$4.00				\$4.20
Swedish Edmonds	RN	\$4.00				\$4.20
Swedish	SVC	\$1.50	\$2.50	\$2.75	\$3.00	\$3.10
Swedish	Tech	\$2.50	\$2.50	\$2.75	\$3.00	\$3.10
Swedish Edmonds	PTS	Shift Grades 1-7 \$1.35/ 8-13 \$1.80/14-29 \$2.50	\$2.50	\$2.75	\$3.00	\$3.10
		Standby Current	Ratification	7/1/26	7/1/27	7/1/28
Swedish	RN	\$6.75/7.75 over 50				\$7.75
Swedish Edmonds	RN	\$6.75/7.75 over 50				\$7.75
Swedish	SVC	\$5.75/\$6 over 50				\$6.00
Swedish	Tech	\$6.75/\$7.50 over 50				\$7.50
Swedish Edmonds	PTS	\$6.50/6.75 over 50				\$6.75
		Certification Pay	Ratification	7/1/26	7/1/27	7/1/28
Swedish	SVC			\$1.00		
Swedish	Tech	\$0.75		\$1.00		
Swedish Edmonds	PTS	\$0.75		\$1.00		

**\*NEW\* BSN/MSN \$1/hr Premium Pay beginning June 30, 2029**



“We, your bargaining team, heard you—wages, recruitment, and retention are your top priorities. Throughout negotiations, we fought for every penny included in the tentative agreement, and we felt like **we accomplished the goal** of securing the strongest contract possible given the current political and economic climate.” **-Ashley Bower, STAT RN, ICU First Hill**

## **STOC Lead Admission Nurses won the full RN Contract!**

- End gender pay discrimination by moving onto the Nurse wage scale
- Full credit for past experience being defined within 90 days and movement to the correct step by January 2026 January 1, 2027 - 2.5%

## **SAFER STAFFING AND WORKPLACES**

### **We WON on meal and rest breaks!**

Providence Swedish will post and hire additional Break Relief Staff!

We acknowledge that there is important work to be done, especially around meal/rest breaks and in the procedural areas regarding on-call. To support this, we have partnered with LNI, who will be conducting and engaging in educational sessions on legal processes and how to file complaints. We're truly excited about the enhancements to our new call committee language and look forward to making impactful progress together.

### **Safe Staffing Resources**

Visit our Safe Staffing hub on the SEIU Healthcare 1199NW website. Find information about the law, links to L&I resources, short staffing forms, and more.

Tracking of missed, interrupted, or untimely breaks will be done in Kronos as a missed break. JOC will use that data to expand dedicated break relief staff to more areas and jobs.



[1199nw.org\\_3lnOGKo](https://1199nw.org_3lnOGKo)

### **L&I Healthcare Worker Complaint**

Use this form to file complaints regarding unsafe staffing, missed meal and rest breaks, and violations of mandatory overtime (standby and call)!



[1199nw.org/4kADdah](https://1199nw.org/4kADdah)

## Environmental Services won big!

The Regional Director will be involved in the EVS Subcommittee so there is a decision maker at the table while we work to address balancing home area assignments and implementing the new EVS 101 training for all new hires in EVS across the system.

### Groundbreaking improvements for our safety at work

- Every campus will have designated, secure entrances, determined and implemented by the Workforce Wellness Innovation Committee
- New security plan for SOI within 90 days
- Wandering of all patients and visitors entering ambulance bays
- All caregivers will have a personal safety device within 6 months



“We achieved two wins. First, the labor management committee focusing on safety, the Workplace Wellness and Innovation Committee, has the power in the contract to demand safety changes. Second, decisions made in that committee will make sure access to the SOI building will ensure safe access across First Hill **-Carey Bly, RN, SOI 3, First Hill**

### Justice for the workers that take call

- We won a Call Committee to govern procedural areas, system-wide



“We are proud to have made some gains in standby pay to ensure we are at the top of market in the area for standby pay. We are even more excited to announce that management has agreed to form a system-wide standby committee with call team members so we can meet regularly to continue to talk about call issues and find real time solutions that will help all of us on call and not just wait every four years to try to solve in contract bargaining.” **-John Poquiz, RN, PACU, Cherry Hill**

### Multi-campus floating will be addressed by:

- A subcommittee of the JOC will meet with a mediator to develop a pathway to avoid, resolve, or escalate issues with inappropriate multi-campus floating
- Develop floating workgroups for NACs and limit NAC floating between adult and pediatric floors
- Anesthesia Technologists will convene a change team to address multi-campus floating
- ECMO transfers – meet to discuss additional compensation for providers of this service

### STAT RNs are defined in the contract, paving the way to winning an enforceable staffing plan!

# ADDRESSING AETNA AND WINNING BETTER BENEFITS

## We won the solutions we needed to fix Aetna!

- We won a Benefits Navigator (Aetna employee) for 1 year dedicated to union members at Providence Swedish to:
  - Help us resolve issues and billing errors and provide guidance when we are charged incorrectly
- Dedicated, paid time for our Benefits Committee to investigate and collect errors
- CVS prescription formulary transparency
- Quarterly accountability check-ins with Swedish Executive leadership

### Step one: Have you overpaid for healthcare since Aetna took over this year?

Notify your Benefits and Well-being Committee by filling out this form:  
<https://forms.office.com/r/FsKiaJAHLH> →



1199nw.org/3UkfK2h

- Call the Aetna Concierge and ask to file a claim: 1-833-529-1661
- Contact the Benefits Service Center: 888-615-6481



### Step two: If your concern is not resolved, escalate:

- Contact the Benefits Navigator
- Give the Benefits and Well-being Committee your claim number

## New Roth contributions into our 401k (taxes on contribution, NOT when you withdraw)

We expanded the definition of immediate family for bereavement leave and those of us with non-traditional family may use annual leave for the loss of any loved one—and we will build in this at Organizational Inclusion Committee

## Transparency and education regarding our benefits

- We encourage everyone to increase their contribution to their 401k in order to have the best retirement
- Departments that close on holidays – can use up to 3 personal days to take unpaid days and limit the forced use of annual leave
- Low wage workers can fill out the Medical Plan Assistant Plan (MPAP) form to get premium reduction and be automatically enrolled in charity care



“After having several crucial conversations with management, we have come up with some pathways for members to get help resolving their issues. **We will have a Benefits Navigator who will be available to help members** and management has agreed to the union members having a robust committee to address these issues.” - **Sheron Ray, NAC, 4E-Surgical Telemetry, Cherry Hill**



# FAMILIES FIRST

## A NATIONAL DAY OF ACTION

When: Saturday, July 26, 2025

**Before 10:30am PDT**

Where: Actions near local hospitals, clinics and other worksites. Details for this and other actions around the state coming soon!

**11am-1pm PDT**

Where: Victor Steinbrueck Park  
1999 Western Ave Seattle, WA  
98121

Who: All concerned community members, families, neighbors, and allies across the country with the Families First Coalition.

**Ahead of the march, Seattle-area hospital workers will gather near our workplaces to hold additional actions:**

- 9:45am - **Rally at Providence Swedish First Hill Campus**
- 10am- **Rally at Harborview Medical Center View Park**

RSVP to an action near you!



[1199nw.org/4m7SAIr](https://1199nw.org/4m7SAIr)

**OUR PROVIDENCE SWEDISH PORTAL ON THE SEIU HEALTHCARE 1199NW WEBSITE HAS:**

- ✓ Past bulletins
- ✓ Useful links
- ✓ Forms
- ✓ And more!



[1199nw.org/4f6Lrpt](https://1199nw.org/4f6Lrpt)



**THE SWEDISH MEDICAL GROUP OBGYN NURSES AND SWEDISH ORTHOPEDIC INSTITUTE WORKERS ARE BARGAINING THEIR FIRST CONTRACT WITH ALL THE NEW WINS WE ACHIEVED. BE SURE TO PARTICIPATE IN UPCOMING ACTIONS!**

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