

11,000+ PROVIDENCE WORKERS ACROSS OUR UNION ARE ALL IN TO WIN

What's Going On Across Our Chapters?

Union members at **Providence Swedish Medical Center** are united in our fight to uphold job security and patient safety as HR1 causes sweeping changes across our workplaces.

Our healthcare workers at Providence Medical Center have stood together over the years to improve workers' rights and protections. We have strong contract language that includes a clear, well-defined process in the event of restructures, including when FTEs are reduced through layoffs.

Being part of a union provides a framework that demands fairness and transparency at every step, and we insist that patient care and safety remain non-negotiable through this entire process.

On November 18 our union Executive Board leaders met with Providence Swedish Medical Center Leadership to inform and discuss a plan for restructure announcement sent by Dr. Wako. **Our members and management agreed on a two week pause on the reorganization process.**

Meaning, nothing will move forward during this time. The pause gives us space to gather the right information, bring in the leaders and caregivers who understand the work, and make sure every step follows the reorganization articles in the SMC Contracts.

- Freeze on all open positions (Service, Tech, RN) not including the 84 open roles mentioned in Dr. Wako's email message to our members.
- All vacancies across the SMC system will be held so caregivers who may be displaced later have access to open roles. This is a major protection for job security and helps us minimize reductions.
- ABC Committee will work in a Sub Committee to Review ALL Unit-level Data

Over the next two weeks, ABC will meet in a subcommittee to review the Data SMC is preparing for each impacted department. This is to ensure no Unilateral decisions are made and that caregivers have a voice before any official reorganization steps begin.

Our SMC contract language protects this process.



"Our ABC (All Bargaining Unit) Committee members continue to meet with management to look at data, ask questions, and ensure that every cut is accounted for. Because of our commitment to having the least impact, we have decreased the total cuts from nearly 130 FTEs down to 101.7. Through our commitment and collaboration we are able to make progress in the right direction. We will continue to hold our values that "an injury to one is an injury to all" by ensuring we continue to hold management accountable to provide the necessary data so that we can make the best decisions during this difficult situation. Our team has agreed to look at frozen positions and open critical ones that would not give impact on the proposed cuts. It is taking the team longer to work out all the details without rushing so it's critical that we "go slow to go fast." It makes sense for these areas that are very specialized to be unfrozen for the sake of continuing safe patient care. In the meantime, we have asked management to share a calendar of proposed dates for the change team announcements. Please continue to support one another and all the change teams that will be forming as a result of these restructures. The work that each & every one of us does matter and any disruptions in any of these jobs impact the rest of our communities. Thanks and we will continue to update folks as we navigate these changes and challenges. But when we fight, we win!!!" **CAROL LIGHTLE, SEIU HEALTHCARE 1199NW MEMBER VICE PRESIDENT, REGISTERED NURSE, ISSAQUAH, SWEDISH MEDICAL CENTER**

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“These layoffs hurt every one of us. When any caregiver is pushed out, our entire union family feels it. We have stood shoulder to shoulder through the hardest moments in healthcare, and we will not be divided now. In unity, we will protect each other, defend our patients, and fight for the dignity and respect every worker deserves.” **EMI SUZUKI EVS TECH BALLARD, SWEDISH MEDICAL CENTER**

Providence members outside of Swedish Medical Center: please work with your delegates and Executive Board leaders when you hear about any layoff or reductions in your work areas or department.

Providence Swedish Medical Center Contract Update: The 2025-2028 contract we ratified this year is being closely reviewed by our union’s legal team, as well as Providence’s, and is nearly ready for final signatures. Our bargaining team is eager to distribute printed copies in our workplaces very soon!

Providence St. Peter Hospital

Our leaders at Providence St. Peter Hospital in Olympia are committed to holding management accountable and utilizing our labor management committee as one of those avenues. LMC meets every other month.

Adam Swigert, Lonnie Pitts, Carleen Murphy, Sarah MaCaulay, Desmond Ellis, and Leann Du Prey are leaders who represent the labor side. Reach out to one of the committee members if there is an issue that needs to be escalated.

We also have our staffing committee that meets with management monthly, **Lonnie Pitts** and **Morghan Bullock**, both CNAs, are our leaders from our union side. Amazing job staying united and ensuring our union contract is followed.



“Coming on the heels of the Bright Future, this year’s DLA theme is ALL IN TO WIN. What this means to me and what I will work towards as a delegate is solidarity. When our union is showing up for one, we show up for all. It’s ok for members to enforce the contract at our workplace. It’s important to know that we are a member driven and member led union. You’re protected. ALL IN TO WIN has another meaning too. As a union, we are stronger when we are present, when laws are being made. Billionaires play politics, so should we. Supporting the political fund helps us to do that. We have already seen results, like the SAFE staffing law. Overall, the DLA was a moment boost to work towards a Bright New Future, and it’s possible when we are ALL IN TO WIN.” **CINDY EKMAN, COOK, DIETARY DEPARTMENT, 1199NW DELEGATE, PROVIDENCE ST. PETER HOSPITAL.**



“Being at the DLA wasn’t just about us uniting, it was also about us bringing members together to discuss what we already accomplish and what more we need to do moving forward as a union. I also learned that when we organized as a group, we increased in numbers, became more powerful and unstoppable.” **CARLEEN MURPHY, HUC, CDU, 1199NW DELEGATE, PROVIDENCE ST. PETER HOSPITAL**

Providence at Home with Compassus for Sound

Hospice and home care workers at **Providence at Home with Compassus for Sound** in Olympia have been bargaining for a year now. Compassus management is moving slowly and playing games with our bargaining team, but we stood in solidarity with our bargaining team and took public action by holding an informational picket on October 1. The picket showed overwhelming support from our community in Lacey, WA.

Our last bargaining meeting was in November and we’re still waiting for December dates. Currently, our bargaining team is making calls to assess their coworkers to take another huge public action up to a 12-week STRIKE. We could be the first to benefit from the NEW state unemployment benefits for striking workers if we authorize a strike in January 2026.

Providence at Home with Compassus in Snohomish

Providence at Home with Compassus in Snohomish workers began impact bargaining with Compassus this November. After three sessions, the bargaining team is now focused on priority and action votes. We know economic negotiations with Compassus will be a challenge and are preparing for a longer campaign. Members will vote to confirm their priorities and authorize actions up to an informational picket.



“We need to hold Compassus accountable at many levels. When we see our patients’ interests or laws being violated, we must be able to address these issues right away. Just this week we are concerned about HIPAA violations and there is no remedy in sight. Our patients deserve better.” **JO ELLEN SEAVER, RN HOME CARE**

Providence Kadlec Regional Medical Center

Leaders at **Providence Kadlec Regional Medical Center** have been gaining momentum in holding our boss accountable. We all stood strong at the bargaining table last year and ratified an amazing contract.

Amongst the many wins, we gained a longevity bonus and ATB increase the first full pay period after November 1, when we noticed that the bonus was not on our Friday paychecks we were able to get management to cut an out of cycle check to be deposited in our account the following Monday.

We can’t wait to keep winning in 2026!



“At our Kadlec bargaining last year, each of us made sacrifices—whether it was donating vacation hours to support the bargaining team or trading shifts to cover each other. That unity is what kept us strong. Providence needed to see that we stood together in order for us to win big—and we did!

We won more than we ever have since becoming union members: multi-dollar raises, credit for past experience, and a bigger voice in how we do our work.

Because of what we achieved, I’ve been able to cut back on overtime and shifts at my second job—and spend that precious time where it matters most: with my family.” **BILLY HALEY, PROVIDENCE KADLEC**

Providence St. Mary Medical Center

On September 11, **Providence St. Mary Medical Center Techs** in Walla Walla, WA won our union and joined SEIU Healthcare 1199NW. We’re gearing up for negotiations and have already completed bargaining surveys and priority votes!

The next step for our Techs at St. Mary’s is building a bargaining team, creating proposals, and moving closing towards negotiations with management. Stay tuned for more updates on this small but mighty chapter.



“I would love to have the transparency of a pay scale that everyone can open the contract and see. We deserve to be competitive with everyone else around us. When I was asking for a raise I went and did calls and talked to people in the surrounding hospitals. Last year Kadlec workers were making something like \$10 per hour more than me. And years of experience comes into that too. We need to stand up for what you deserve.” **KAPRINA JONES, MAMMO TECH**



Providence Swedish Medical Group OB/GYN RNs

Providence Swedish Medical Group OB/GYN RNs joined our union in December 2024 for a strong voice in our workplace, ensured securities at work, and better wages and working conditions.

At the bargaining table this year, we brought strong proposals that will retain our coworkers and recruit quality coworkers. And after just over 6 months, we have secured many of the top priorities through tentative agreements to make our clinic a great place to get care. This is what happens when we stand together. We're building real power and we're not stopping now.



"We have been working hard bargaining with management for a fair and equitable contract for our nurses that they can be proud of and feel respected by. We love being nurses and we love taking care of our patients in the clinics. We are an integral part of the excellent patient care that Swedish provides and we deserve a fair wage scale that is comparable to our Swedish Medical Center clinic colleagues as well as the other clinics in our area." **WENDY BURSON, RN, EDMONDS**

Providence Swedish Medical Group OB/GYN Service/Tech

Providence Swedish Medical Group SVC/Techs at OB/GYN Clinics joined our union and committed to building an organization with a united voice for our patients and our professions. By communicating our shared values across every clinic and role, we have been able to build our union and win our election with a clear mandate to tackle the concerns and vision for a better future that brought us together. We made our commitment to stand together and we achieved a decisive victory 66 to 41.

We know we can stick together and trust each other. That's exactly how we will win a great first contract. We look forward to developing a renewed relationship with management and working together with administration to ensure our clinics are the best place to give and receive care, as well as to work.

We've started distributing our bargaining survey and we're excited to hear from management about scheduling our first sessions.



"We show compassion every day in our work, and by joining SEIU Healthcare 1199NW, we extend that compassion to one another. Quality care starts with supporting the people who provide it."

BISRAT SEREKE, PCC, BALLARD OB/GYN SPECIALISTS CLINIC

New Delegate Corner!



"I became a union delegate because I saw good people with valid concerns go unheard, and knew we'd be stronger if someone stood up, listened, and fought alongside them as one of them." **SEAN PENNEKAMP, REGISTERED VASCULAR TECHNOLOGIST, PROVIDENCE KADLEC**



"Delegate training gave me the confidence and tools to advocate for STOC. The workshops provided strategies that will continue to guide me as I step into my new role as a delegate. I am honored to serve and ready to empower others to rise, speak up, and stand united for our rights and our future. Connecting with others who share similar stories reminded me that we are stronger together. All in to win!" **HANNAH**

ADAMS, STOC LEAD ADMIN RN, BSN

WEINGARTEN RIGHTS

Union Representation During Investigatory Interviews
(If called to a meeting with management, read the following to management or present the card before the meeting starts.)

If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, officer, or delegate be present at this meeting. Without representation present, I choose not to participate in this discussion.



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