

Making History and Building Our Future!

We overwhelmingly voted **YES** to ratify this historic contract, the first ever at **Swedish Medical Group!**



Big thanks for our *amazing* bargaining team:

<i>Megan Dake</i>	Issaquah
<i>Dani Ramirez</i>	Issaquah
<i>Wendy Burson</i>	Edmonds
<i>Janna Reynoso</i>	Ballard

What we won:

Across the board increases (ATBs)	
2nd Full Pay period following [date]	4.25%
1st Full Pay period following [date]	2.5%
1st Full Pay period following [date]	2.5%

Wage scale placement and credit for past experience

- Everyone will see a 4.25% increase before you will be placed on the new wage scale at the closest rate and step to your post-increase rate without any reduction.
- Nurses will have sixty (60) days from when they receive notice of their step placement to request that they be placed at a higher step based on their years of relevant experience in comparable jobs.
- For each request received, the Employer will determine within thirty (30) days whether an upward adjustment in step placement is warranted.
- Nurses whose initial placement on the wage scale places them below their credited years of experience will receive step increases on the following schedule:
 - First full pay period after 3 months of ratification, folks will move up to 2 steps
 - First full pay period after 1 year anniversary, members will move up to 3 steps with a 6% limit
 - First full pay period 18 months after ratification, members will move up any remaining steps

NEW Wage Scale

Step	4.25%	2.50%	2.50%
Base	\$44.97	\$46.09	\$47.25
1	\$46.86	\$48.03	\$49.23
2	\$48.73	\$49.95	\$51.20
3	\$50.68	\$51.95	\$53.25
4	\$52.56	\$53.87	\$55.22
5	\$54.40	\$55.76	\$57.15
6	\$55.49	\$56.88	\$58.30
7	\$56.60	\$58.02	\$59.47
8	\$57.45	\$58.89	\$60.36
9	\$58.31	\$59.77	\$61.26
10	\$59.07	\$60.55	\$62.06
11	\$59.84	\$61.34	\$62.87
12	\$60.62	\$62.14	\$63.69
13	\$61.23	\$62.76	\$64.33
14	\$61.84	\$63.39	\$64.97
15	\$62.46	\$64.02	\$65.62
16	\$63.08	\$64.66	\$66.27
17	\$63.71	\$65.30	\$66.94
18	\$64.35	\$65.96	\$67.61
19	\$64.99	\$66.61	\$68.28
20	\$65.64	\$67.28	\$68.96
21	\$66.30	\$67.96	\$69.66
22	\$66.96	\$68.63	\$70.35
23	\$66.96	\$68.63	\$70.35

Union FAQ



When do I need to sign a membership card?

- Sign one now! Scan the QR:



- Everyone in our union pays their fair share. Having a strong union means everyone wants to be a member!
- Further membership questions, please contact your delegate, organizer, or membership@seiu1199nw.org

Will I have to pay union dues, when, how much?

- Union dues are calculated as follows: **Base rate of pay x FTE x 1.8%= Dues**
- Currently, the monthly union dues rate is 1.8% of base pay, with a maximum dollar amount of \$140 per month. Beginning July 2026, the maximum will be \$165 per month. Beginning July 2027, the dues rate will be 1.8% of base hourly wage with no maximum dollar amount.
- Now that we have ratified our contract, we should start to see dues deducted in our paychecks in about 30 days.

How do I get information? We don't have a delegate! I don't know who my organizer is.

- Visit us online at: <https://www.seiu1199nw.org/chapters/smc/>



- ✓ List of delegates
 - ✓ Find a copy of your contract
 - ✓ Recent Union communications and upcoming events
 - ✓ Find organizer contact information
- Call us! 425-917-1199



The experience in joining the union has been interesting, exciting, stimulating, frustrating and eye opening. I have a deeper knowledge about the process and feel more connected to my OBGYN clinic community. I am beyond proud to be a part of such caring, passionate, smart, fearless nurses. Our patients are extremely fortunate. We joined the union to be able to advocate for fair and equitable wages, benefits, working conditions across SMG and to advocate for parity with our SMC colleagues. Through bargaining for our first contract we had many wins and are ready to continue to have many more!! **Wendy**

Burson, Edmonds

The purpose of us joining the union was to get the same benefits, wages and protections as Swedish Medical Center RNs. It's been a long and arduous journey, not without personal sacrifice of time and precious PTO. While we fell short of our goal, this first contract is a start to protection, security, better wages and benefits. I look forward to getting closer to our goal with future contracts. I'm incredibly proud of the commitment, hard work and perseverance of my fellow bargaining team members on ratifying the very first Swedish Medical Group Contract! **Megan Dake, Issaquah**



Not a member? Celebrate this big win by signing your membership card today! ↪



<https://1199nw.org/join>