

# CONTRACT WINS ARE COMING IN!

Last summer marked a major milestone for Clinic RNs at SMG as we entered bargaining for our very first contract. It took nearly eight months of determined advocacy, collaboration, and solidarity. We are proud our efforts have resulted in a strong, first-ever agreement that raises standards and delivers meaningful improvements for clinic workers.



This agreement represents an important step forward—not only for Clinic RNs, but for all healthcare workers striving for equitable treatment and respect on the job. It reflects what can be accomplished when members stand united and remain committed to shared goals.

## We secured consistent wage increases for all:

### Across the board increases (ATBs)

Received – 2nd full pay period after 1/9/26	4.25%
1st full pay period after 6 months / July 2026	2.5%
1st full pay period after 1 year / January 2027	2.5%

## We won language and a process for everyone to receive year for year credit for past nursing experience.

- Nurses had 60 days from when they received notice from management of their 4.25% increase and wage step placement to request to be placed at a higher step based on past experience
- Management had 30 days for each submission to review and process the requests

**Once receiving and agreeing to the past experience and new wage step, the following timeline will apply:**

- First full pay period after 3 months of ratification (April 2026), folks will move up to 2 steps
- First full pay period after January 5, 2027, members will move up to 3 steps with a 6% limit
- First full pay period after July 5, 2027, members will move up any remaining steps

### Examples of a full time Nurse with 26 years of experience currently making \$63.56

Current	\$ 63.56
2nd PP after ratification 4.25%	\$ 66.26
<b>Wage scale step placement: Step 21</b>	\$ 66.30
4/1/2026 move to step 23	\$ 66.96
July 2026 2.5%	\$ 68.63
January 2027 2.5%	\$ 70.35

### Example of a full time Nurse with 5 years of experience currently making \$47.38

Current	\$ 47.38
2nd PP after ratification 4.25%	\$ 49.39
<b>Wage step placement: Step 3</b>	\$ 50.68
4/1/2026 move to step 5	\$ 54.40
July 2026 2.5%	\$ 55.76
January 2027 2.5%	\$ 57.15

# Union FAQs

## When do I need to sign a membership card?

- Celebrate our big win and sign on today! ➡
- Everyone in our union pays their fair share. Having a strong union means everyone is engaged as a member!
- If you have further questions regarding membership, please contact your delegate, organizer, or [membership@seiu1199nw.org](mailto:membership@seiu1199nw.org).



[1199nw.org/join](https://1199nw.org/join)

## Union dues and paycheck deductions

- Union dues are calculated as follows: Base rate of pay x FTE x 1.8% = Dues
- Currently, the monthly union dues rate has a maximum dollar amount of \$140. Beginning July 2026, the maximum dollar amount will increase to \$165 and then beginning July 2027, the dues rate will no longer have a maximum dollar amount, everyone will be capped at the 1.8% of your base rate of pay.

## How do I get information?

- Visit us online at [www.seiu1199nw.org/chapters/smc/](http://www.seiu1199nw.org/chapters/smc/) ➡
  - Find a list of delegates, a copy of your contract, union updates and upcoming events
- **Call us!** 425-917-1199



[seiu1199nw.org/chapters/smc/](http://seiu1199nw.org/chapters/smc/)



## The North Tower Project at Providence Swedish First Hill

Members of our Executive Board met with management during the Senior Partnership meeting on May 15, 2026, and will reconvene for Part 2 on May 18 to address the discussion about the North Tower Project at Providence Swedish First Hill Campus that was not completed previously. During the initial meeting, we addressed behaviors that have negatively impacted our partnership and significantly limited our ability to collaborate effectively. While we remain committed to this partnership, meaningful repair work is necessary and cannot be delayed. As we approach the tower completion deadline, the urgency of this work is clear. Success—and



minimizing disruption to our coworkers—depends on immediate and clear alignment with management on contractual processes and agreements, particularly those related to changes associated with the tower move.

It is also critical that all impacted team members are kept informed through transparent, timely, and consistent communication.

Moving forward requires shared understanding, accountability, and active engagement across the workforce. We expect to continue this discussion with a focus on concrete actions and measurable progress toward restoring an effective and functional partnership.

## 2026 Nurse Alliance Conference

RNs, LPNs, and NPs across our union came together in Seattle on May 7 for our second ever Nurse Alliance Conference. We spent the day connecting, learning, and building our power. We heard from keynote speaker Nurse Alice Benjamin and union president Jane Hopkins, shared our stories, built relationships, dug deeper in workshops, and came together to celebrate Nurses' Week at evening social hour.

We're building something strong for each other, our patients, and the future of nursing.



"With the Nurse Alliance, we are building a community of nurses who promote a healthier, happier, diverse workforce; healthier patients; and who are politically empowered and engaged to change the face of healthcare. We are developing a racially just nursing workforce that creates space for resources, educational support, mentoring, and financial support. Let's celebrate our roots as nurses united in 1199NW, reflect on how much we have grown, and lead the way forward!" **Jane Hopkins, RN, President of SEIU Healthcare 1199NW, Chair of the Nurse Alliance**

