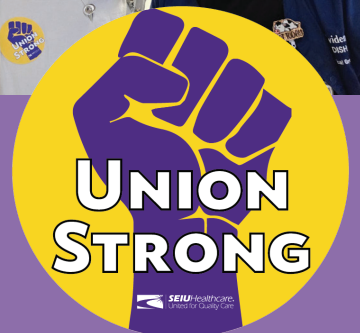


WE ARE UNITED FOR A FAIR CONTRACT



"Why do we wear a button or sticker? We are the union. We stronger together! Your bargaining team is at the bargaining table for you. Show us your support by wearing your button every time you work!"

—Wendi With, MA-C, SMG OB/GYN Midwifery Clinic, First Hill



We just finished our tenth bargaining session with Swedish Medical Group Management (SMG) since we started in January and have worked our way through a lot of the "non-economic" articles of our new contract! We have reached some great tentative agreements but still have areas where we and SMG are far apart.

Our bargaining team keeps the values we all voted on top of mind when engaging with SMG, and takes those opportunities to remind management who really does the work — us, the healthcare workers.

OUR VALUES AND STANDARDS

Staffing and Safety – Every patient deserves the highest standard of care, and that starts with a fully staffed, supported, and respected workforce.

Respect – Same license. Same work. Same responsibility. Swedish Medical Group clinic staff deserve the same respect as Swedish Medical Center workers.

Benefits – Healthcare workers should not have to choose between caring for their patients, taking time to recover when sick, or retiring with dignity. Affordable healthcare, adequate PTO, and secure retirement benefits are essential.

Pay – Fair wages and appropriate premiums are critical for recruitment and retention, equity across worksites, and safe, high-quality patient care.

Union strength – Strong union rights matter. Members need guaranteed access to the union, meaningful participation in new employee orientation, and the ability to stay informed, organized, and united at work.

Contract Article	Tentative Agreement with Management?	What does that mean to me?
Recognition	<u>YES</u>	Language identifies who is represented by this Contract
Union Membership	<u>YES</u>	Outlines membership, types, and dues deductions
Union Representative Union staff access, representation, union boards and new employee orientation	<u>NO</u>	We are proposing an employer-paid annual training day, but management wants us to use PTO
Definitions	<u>YES</u>	Standard language for Full and Part-Time staff, Lead, Preceptor, and Per diem
Seniority	<u>YES</u>	Defines seniority and how it accrues including all Swedish experience
Employment Practice	<u>YES</u>	Equal opportunity, discipline and process, job openings, transfers and reviews, and personnel records
Hours of Work and Overtime	<u>YES</u>	Defines a work day, flexible schedules, overtime, meal/rest breaks, lactation, report to work and change in FTE
Low Census	<u>NO</u> We are proposing guaranteed alternate options and a low census cap, while management is proposing moderate alternate options.	Standard process when a reduction in staff is needed, equitable rotation, and reporting usage at our Labor Management Committee
Floating	<u>NO</u> We are proposing standards and premiums for anytime staff supports different clinic than their home clinic. Management is proposing a meeting after ratification to discuss current floating practice and discuss solution/ options thereafter.	Standardizes home clinic sequence and process for anytime someone is floating to a different clinic
Leave of Absences	<u>NO</u> – Management has not yet responded	Securing current practice for leave of absences (ex. Jury Duty, FMLA, WAPFMLA)
Reorganizations and Restructures	<u>NO</u> – Management has not yet responded	Standard process whenever management needs to make organizational changes impacting your pay, shift, worksite and FTE
Labor Management Committee (LMC) and Organizational Inclusion Committee (OIC)	<u>YES</u>	Committees with equal participants from union and management to discuss ongoing issues and find resolution
Health and Safety	<u>YES</u>	Protections and standard process for safe workplace, exposures, testing, and clinic safety committee
Grievance	<u>NO</u> We are proposing an 11 person arbitrator panel. Management proposing to utilize FMCS (Federal Mediator).	Standard process for any violation of our contract including wrongful discipline
Staff Development	<u>NO</u> We are proposing that staff have the option to be unpaid for remaining time after education if less than your full shift. Management is proposing staff return to work if education is less than your full shift.	Language to ensure staff have opportunities to develop and standards for mandatory education
Staffing for Quality Care	<u>NO</u> We are proposing standards for staffing needs and escalation. Management is proposing to have Labor Management Committee discussion after ratification.	Language would support clinics who are understaffed (either same day or planned) and would be an agenda item at our Labor Management Committee