Union Team Announces Informational Pickets and Presents Remaining Initial Proposals

The bargaining team for Swedish Medical Center and Swedish Edmonds held a ninth bargaining session with SEIU 1199NW yesterday, during which the union team presented its remaining proposals and the Swedish team presented four proposals in response to proposals made by the union.

This bargaining session was the third to occur after the contracts for caregivers represented by SEIU 1199NW expired. The contracts had been extended for one month, until July 31, but are now expired. While contracts are expired, the Swedish bargaining team remains committed to bargaining in good faith with the union.

Informational Pickets

On Monday, the union provided notice to Swedish that it will hold informational pickets at all Swedish campuses – including Mill Creek and Redmond – on Thursday, August 22. Swedish respects all caregivers and their right as union members to make their voices heard by holding informational pickets. Swedish believes, however, that bargaining should occur at the table – not in the streets – and that the call to picket is distracting from the issues at hand. Additionally, the decision to hold an informational picket just days after the union finally completed its initial proposals is counterproductive. It is important to note that an informational picket is not a strike and will not impact patient care in any way.
Swedish is committed to ensuring an exceptional workplace experience for our caregivers. Our proposals during the bargaining process have provided for wage increases, greater income protection during medical leaves of absence, and affordable, comprehensive health care for our caregivers. The Swedish team will continue to bargain in good faith with the union to reach agreements that accomplish our shared goals of providing competitive wages and benefits for our caregivers and ensuring we are able to provide the affordable, high-quality care that our patients expect and deserve.

**Swedish Presents Counterproposals**

The Swedish bargaining team presented four responses to issues that the union team has raised in previous bargaining sessions.

The first responsive proposal updates contract language regarding lactation to meet the new legal requirements and includes a commitment to posting a list of all designated pumping locations on the Swedish internal website within 90 days of ratification. In the August 1 issue of *We Swedish*, in honor of World Breastfeeding Week, Swedish published a list of all lactation/nursing locations on Swedish campuses. We think it would be helpful to have this list in a central location for our caregivers’ reference.

The second counterproposal updates the new employee orientation language, also in response to union requests, to provide the union with the Swedish email for all new employees at the time of orientation.

Third, Swedish rejected SEIU’s proposal to remove corrective actions after two years from receipt and proposed keeping current language on discipline and discharge.

Fourth, Swedish proposes to update the language around the Labor Management Committee for All Bargaining Contracts (“ABC Committee”) to increase the
representation numbers from 12 to 14 for both management and labor to account for the Case Management Social Workers and ARS counselors participating in the committee. Swedish also proposed specifically including issues around diversity, equity and inclusion within the ABC Committee's purview.

Union Presents the Remainder of its Initial Proposals

The union team presented the remaining elements of its initial contract proposal. With these final pieces, the union confirmed that it will not present any additional economic proposals.

The union team submitted a proposal to standardize the period of time allowed for giving managers advance notice of a missed shift. Under the proposal, everyone would have up to two hours to provide notice. The union also put forward a proposal to standardize the call off provision to a minimum of 1.5 hours before the start of a shift without triggering report pay. This minimum would not apply if the employer makes a good faith effort to give the employee prior notice that s/he is not needed.

The union presented a proposal in response to the Swedish proposal around seniority. The union accepted Swedish’s updates to streamline the language in this section of the contract, but it did not accept the substantive changes Swedish put forward.

The union submitted a proposal on education leave to provide employees a quarterly report on the number of hours, allow hours to rollover for three years, and increase the amount of money they have available for education leave. The union also added language to include per diems as eligible for paid education leave.

The union submitted staffing matrices for some nursing units that illustrate the details of its previously submitted staffing proposal.
The union presented a proposal that expanded on elements of a previous diversity, equity and inclusion proposal. In this bargaining session, the union proposed that employees should not be disciplined by Swedish due to any interaction with police that arises while performing their roles as patient care advocates.

The union put forward a proposal that all employees have access to any break room at Swedish.

Finally, prior to the session, the union team emailed a proposal for market wage adjustments for certain classifications under the various contracts at Swedish. The proposal would require Swedish to compare the SMC and Edmonds scales and apply whichever rate is higher when there is a $1.00 or more difference in the rates of pay.

**Bargaining Teams Meet Again After Labor Day**

The teams agreed to hold the next “main table” bargaining session on September 5, making yesterday the final session before Labor Day.

**Keeping You Informed**

We are here to answer your questions and discuss the issues you care about. We welcome your questions by email at communications@swedish.org. Please also look to Labor Negotiation News for the latest updates after each bargaining session.

**2019 Contract Negotiations Bargaining Team**

Below is a list of members of the Swedish bargaining team, with each member identified by the contract s/he represents:

- Jean Doerge, Chief Nursing Officer – Edmonds RN and Pro/Tech
- Jan Flom, Director Nursing Services – Edmonds RN and Pro/Tech
- Julie Norman, Senior Manager Guest Services Cafeteria – Edmonds Pro/Tech
• Rhose Hipolito, Nurse Manager Surgical Telemetry Cherry Hill – SMC RN and Service
• Wendy Connors, Manager Emergency Department Ballard – SMC RN and Service
• Brian Trickel, Chief Nursing Officer Issaquah/Redmond – SMC RN, Service and Tech
• Marci Mann, Director Nursing Services Acute Care First Hill – SMC RN and Service
• Erika Watkinson, Nurse Manager Gyn Surgical First Hill – SMC RN and Service
• Sheri Love, Director Periop Services First Hill – SMC RN, Tech and Service
• Denise Dollar, Manager Respiratory Care Pulmonary Function – SMC Tech and Edmonds Pro/Tech
• Candi Johnson, Director Systems Nutrition Services – SMC Service
• Larisa Cummings, Director Patient Access Services – SMC Service
• Doug Green, Interim Director Systems Environmental Services – SMC Service
• John Weir, Senior Manager Environmental Services Multi-Site – SMC Service
• Rose Van Wyk Coesens, Manager of the Breast Imaging Center Edmonds – Edmonds Pro/Tech
• Gwyn Anglin, Manager Medical Imaging Ballard – SMC Tech and Service
• Kristi Hester, Regional Senior Manager of Starbucks – SMC Service and EDM Pro/Tech
• Shelley Livingston, Labor Relations Director
• Melissa Norwood, HR Director
• Dan Mueller, VP Senior Labor/Employment Counsel
• John Hauge, VP Senior Labor/Employment Counsel

If you have feedback for the team on contract changes you would like to see, please reach out to your bargaining team representative.