Teams Exchange Proposals, Update Schedule

Yesterday, the bargaining team for Swedish Medical Center and Swedish Edmonds held a third bargaining session with SEIU 1199NW. Each team presented several proposals, and the Swedish team responded to proposals presented by the union at the April 9 and April 25 sessions. We are reviewing proposals made during the May 7 meeting and plan to respond at a future date.

We hope that both teams approach bargaining with a desire to understand everyone’s concerns and a commitment to maintaining a positive tone as we work to reach an agreement for caregivers, patients and the institution.

We also updated the meeting schedule with dates for our upcoming sessions, as well as specific topics for scheduled “side table” meetings, the small-group discussions that are focused on particular topics. The first of the side table meetings, held May 1, was a productive discussion of staffing in Environmental Services. Core leaders and caregivers with a specific interest in EVS were able to connect with each other and discuss issues of substance. We will continue the discussion on May 9.

Swedish Team Presents a New Set of Proposals

*Topics included MLK holiday, per diems, grievance process*

Swedish put forward several proposals during yesterday’s session, some of which were substantive, and others focused more on housekeeping. If you want to see any of the proposals, please reach out to a member of the bargaining team. Below are the proposals on issues of substance:
**MLK holiday**

We proposed to replace President’s Day with Martin Luther King, Jr. Day as one of the holidays that qualifies for holiday pay. This proposed change reflects our commitment to the values of justice, diversity and compassion that Dr. King’s legacy represents.

**Per diem**

We have proposed to allow departments the flexibility to require more availability from their per diem caregivers, who are critical in assisting our regular staff with volume surges and leave coverage.

We also proposed in the Edmonds professional technical and service contract and the SMC technical and service contracts that per diems who take FTE positions complete a probationary period. It is critical that all our caregivers are proficient in the roles in which they serve, and are able to provide the high-quality care and expertise that is our standard. This proposal is consistent with those existing provisions in the contracts that allow a certain period of time to assess proficiency and determine if a caregiver is well-suited to the new role.

**Grievance procedures**

We proposed that Swedish should be able to file a grievance if SEIU violates the agreed-upon terms of our contracts, and we proposed a time limit during which arbitrations must be processed. When contract disputes arise, it is critical we have a timely resolution of issues so we don’t risk a potential gap in our patient care. These proposals help ensure we have an effective and efficient dispute resolution process in the collective bargaining agreements.

**Response to union proposals**

The Swedish bargaining team responded to the proposals the union presented during the April 25 session. We continue to review the union’s staffing proposal, which remains incomplete and would have significant economic implications for the organization if it were implemented as proposed. Additionally, we have scheduled two dates in June for “side table” discussions related to staffing. It is important we allow for those substantive discussions before we respond to the union’s proposals in full.

Regarding the union’s proposal to consolidate the case-management social worker/counselor group into the SMC tech employee group, we have been bargaining with this group for two and a half years and have already made several tentative agreements. It is important to us that this
group retain its ability to negotiate on its own behalf, rather than be consolidated into an agreement that it did not directly negotiate. We will continue to negotiate with the case-management social workers and counselors to reach an agreement.

**Union Presents Several New Proposals**

*Swedish bargaining team will review and respond at a future session*

Yesterday, SEIU 1199NW made proposals covering the following topics: callback pay and standby compensation, code triage during inclement weather and natural disaster requirements, new employee orientation, expanding pay for labor management committees, and reducing the time that disciplinary action stays in an employee file. The Swedish team will review the new proposals and respond at a later date.

**Bargaining Teams Set an Updated Meeting Schedule**

*Upcoming “side table” sessions will focus on restructure, sick leave, medical benefits, staffing, training fund*

The teams agreed on an updated schedule for alternating “main table” bargaining sessions with “side table” discussions each week. The proposed schedule going forward is:

- May 9 – Side Table, Environmental Services #2
- May 16 – Side Table, Restructure (Change Team)
- May 21 – Main Table
- May 28 – Side Table, Sick Leave
- May 30 – Side Table, Medical Benefits
- June 4 – Main Table
- June 11 – Side Table, Float/Inpatient Staffing
- June 12 – Side Table, Float/Outpatient Staffing
- June 20 – Main Table
- June 26 – Side Table, Training Fund
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.

Additionally, we will be distributing this newsletter via email as well as linking it in We Swedish. Please feel free to share this newsletter widely within your teams and with your providers.

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
- 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.