Contract Negotiations Began This Week

Yesterday, Swedish Medical Center and Swedish Edmonds began negotiating contracts with SEIU 1199NW covering many of our nurses, technical and service caregivers, and Edmonds professional caregivers. In these negotiations, Swedish is fully committed to working with the union to develop contracts that accomplish our shared goals of providing competitive wages and benefits for our caregivers, while ensuring we are also positioned to continue providing affordable, high-quality care for our patients.

Our intention throughout this process is to foster and support a productive dialogue between our front-line caregivers and our core leaders around important topics. Many of the issues that will be discussed during negotiation will be complex and challenging. Our goal is to create an environment where front-line caregivers and our core leaders can have an open and constructive discussion so that we can come to an agreement that best serves our caregivers, our patients and our organization.

Swedish Offers a Proposed Bargaining Approach

*Union’s bargaining team expected to review and respond at future session*

In an effort to foster effective dialogue on important topics during negotiation, we have proposed a bargaining approach that includes both “main table” bargaining sessions as well as smaller, issue-specific conversations around certain complex topics. Under our proposal, the smaller group discussions would be facilitated by neutral mediators from the Federal Mediation and Conciliation Service (FMCS). We believe this process will help lead to greater understanding and more productive dialogue, and ultimately to a successful outcome. Please [click here](#) to read the details of our proposed bargaining approach.
We very much hope the union’s bargaining team will consider this proposal and join us in this productive dialogue building process.

**Union Presents One Proposal**

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

SEIU 1199NW made a proposal to increase the scope of the Swedish Medical Center technical contract to include professional positions, specifically the social work case managers and Addiction Recovery Services counselors. We will respond at a later date.

**Keeping you informed**

*Email us if you have questions*

During negotiations, we are committed to providing you with accurate and timely information. But in times like this, it’s not uncommon for misinformation and inaccuracies to spread. It’s possible, for instance, that our commitment to our caregivers and the community may get called into question during this process.

Please know that our commitment has never been stronger. That is why we are so deeply driven to ensure a long and healthy future for our organization and mission. If you hear something that raises questions for you, please feel free to email communications@swedish.org and look to Labor Negotiation News for the latest updates after each bargaining session.

**2019 Contract Negotiations Bargaining Team**

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

**Next Bargaining Session**
- Thursday, April 25