

Topic	Swedish's counter package proposal on 1/15/2020	SEIU's most recent proposal on 1/14/2020
Wages: Across the board increases	11.25% wage increase over the four-year contract, which puts us at the top of the market	23.25% wage increase over the four-year contract, which is twice as high as other SEIU 1199NW contracts settled in the past few months
	3% increase retroactive to July 1, 2019 (if contract ratified by January 31, 2020)	6.75% increase retroactive to July 1, 2019
	3% increase starting July 1, 2020	5.75% increase starting July 1, 2020
	2.75% increase starting July 1, 2021	5% increase starting July 1, 2021
	2.5% increase starting July 1, 2022	5.75% increase starting July 1, 2022
Wages: Standby pay	\$2 increase to standby rates in all contracts over the life of the contract; \$1 per hour increase at ratification and \$1 per hour in year 3 of the contract; Swedish has adjusted the standby plus rates by \$1 to \$1.50	Increase to Seattle minimum wage (\$16.39), which is unprecedented and would nearly triple the current standby pay
Medical benefits	Caregivers keep the same three options — PPO, HSA and Kaiser HMO; more than 85% of Swedish caregivers are enrolled in the platinum-level Swedish PPO plan	Agreed
	No premium increases for PPO plan for life of contract, which can be as low as \$3 per pay period	Even lower PPO premiums for all caregivers, regardless of income
	No increases for PPO plan deductible and copay amount for life of contract	No deductible, and other costs greatly reduced for what is already a market-leading PPO plan
	<b>Zero-premium</b> (no payroll contributions) PPO plan for full-time caregivers, and their covered family members, who make up to \$60k per year in Swedish income (saving eligible caregivers an average of \$1,100 per year), plus a \$250 Flexible Spending Account contribution	Not interested
	The Medical Plan Assistance Program would still be available to qualifying caregivers	Agreed
Time-off benefits	As part of this package proposal Swedish would maintain the current vacation and sick leave program	Agreed
Staffing and workforce development	Addition of approximately 200 new FTEs to address specific needs: including break relief nurses for all campuses and all shifts, additional FTEs in the float pools for backfilling when caregivers are on FMLA, approximately 50 new positions in the Patient Safety Attendant classification and additional IV education resources	Stipulation that staffing plans are increased to a level that would require the addition of approximately 2,000 FTEs, which is unreasonable and unsustainable for the organization
	Commitment to giving caregivers a stronger voice in staffing decisions, recruitment efforts, and the staffing committee process that determines appropriate staffing levels for the units	SEIU takes control over staffing decisions, an authority that is inconsistent with state law and is granted to no health care union in the country
	Request that SEIU partner with Swedish to fill the 900 current vacancies, including a \$200,000 Swedish paid grant to start new apprenticeship programs	Declined
	Swedish will continue to provide more than \$4 million annually to the SEIU Training Fund in support of developing our workforce for advancement opportunities within health care	Agreed
	Establish \$25,000 Safety Resource Fund for members of Joint Labor-Management Committee to recommend best practices to improve workplace safety	Not interested
	Add a new classification and hire 50 new sitters so RNs, NACs and Ed Techs can be more available to practice to the top of their license	Agreed with stipulation that the union controls ratios

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Call accommodations	Provision of safe and secure sleeping quarters for on-call caregivers who live outside the required response time; Includes hotel vouchers when no call rooms are available	Agreed
Diversity, equity and inclusion	Hire a leader of organizational equity and inclusion, with two Swedish caregivers selected by SEIU to be involved in the hiring process	Agreed
	New back-up child and elder care benefit through Bright Horizons to support working parents when regular care arrangements fall through and you are scheduled to work, up to 10 days per year. Bright Horizons Center (\$20 per child for the day) or in-home care for dependent adults, elders or up to three children (\$32 for up to four hours, \$8 each additional hour).	Agreed in principle but with different co-pays
Case management social workers/ ARS counselors	Case management social workers would be added to the technical staff contract onto wage scales	Agreed
Dental plans	Same two Delta Dental PPO plans	Agreed
	Additional third option in 2021 – DeltaCare USA HMO	Declined
Vision plan	A continuation of Swedish's current vision plan	Agreed
EVS	Expand on current home assignments and increase CHEST certification premium pay	Introduce credit-based work and incentive payment system that does not otherwise exist in health care; EVS workers would receive unrealistic premium pay for the entire shift if they work more than 8 hours
Subcontracting	Continue Swedish's current contractual commitment not to subcontract any represented caregivers	Agreed, with addition prohibiting Swedish from exiting any current line of business, requiring Swedish to maintain operations that are not financially viable