

Labor Proposals At-A-Glance

Swedish’s goal throughout the bargaining process is to provide accurate information to caregivers, patients and the community. We’re 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.

Contents

Proposals shared on June 25, 2019	1
Proposals Shared on July 10, 2019.....	4
Proposals Shared on July 31, 2019.....	6

Proposals shared on June 25, 2019

Health Benefits	Paid Leave	Retirement	Wages	Float and Clinical Ladder
<p>Swedish proposed to keep our current medical plan options for caregivers: the Swedish PPO, Swedish HSA and Kaiser of WA HMO medical plans. As part of our proposal, we are offering several key enhancements:</p> <ul style="list-style-type: none"> • No premium increases for the Swedish PPO medical plan through the life of the contract. This means that the 	<p>Swedish proposes a shift in our paid-leave benefits away from the current program of separate Annual Leave and Sick Leave accrual to a new system of Paid Time Off (PTO), beginning in 2021. There are two primary reasons for this change:</p> <p>1)The shift to PTO will enable Swedish to coordinate with the new Washington Paid Family</p>	<p>Swedish is proposing a new employer contribution schedule, with enhancements, that will be extended to caregivers with more than 10 years of service. This proposal incurs no reduction in total employer contributions for eligible caregivers. This retirement program will increase opportunities for caregivers to receive more</p>	<p>Swedish put forward a strong initial wage proposal that provides for wage increases of 2% in 2019 and 2020, and 1.5% increases in 2021 and 2022.</p>	<p>Swedish also proposed a new “Nurse Clinical Development Program” designed to support and reward the professional development of our nurses. This proposal demonstrates Swedish’s commitment to the professional development, satisfaction, recruitment and retention of nursing</p>

Health Benefits	Paid Leave	Retirement	Wages	Float and Clinical Ladder
<p>low medical premiums for this plan remain unchanged from 2015 levels, with no increases in payroll contributions for nearly a decade.</p> <ul style="list-style-type: none"> • No PPO plan design changes except moderate deductible increases. There will be no deductible increase in 2020, a \$25 per person increase (\$50 max per family) in 2021 and 2022, and no increase in 2023. • Swedish PPO becomes the free plan on the Medical Plan Assistance Program. Our Medical Plan Assistance Program provides a free medical plan option to eligible full- and part-time caregivers with household incomes of up to \$31,225 for a single person or \$64,375 for a family of four (income threshold varies based on family size). In 2020, the PPO plan would become the <i>free</i> plan and support more caregivers who have elected this plan. 	<p>and Medical Leave benefits that start in 2020. Washington’s adoption of one of the most progressive paid medical leave programs in the country enabled Swedish to update our approach to offer caregivers better financial protection. Seventy percent of our caregivers have less than 100 sick leave hours accrued, leaving them potentially without pay for unexpected or expected medical leaves.</p> <p>2) This change more closely aligns with the prevailing standard among most 24/7 acute care operations nationally.</p> <p>The paid-leave proposal includes the following changes:</p> <ul style="list-style-type: none"> • Introduction of a PTO schedule. Swedish will develop a PTO schedule that provides paid time off for vacation, personal days, incidental sick days and holidays. PTO is paid out upon termination, increases based on a caregiver’s anniversary date instead of hours worked and 	<p>employer dollars over their careers. Proposed enhancements in Swedish’s retirement program include:</p> <ul style="list-style-type: none"> • Effective January 1, 2021, the employer contribution schedule increases for eligible caregivers with more than 10 years of service to 8%, rather than the current 7% contribution. • A new Roth after-tax deferral opportunity • An improved graded vesting schedule (changing from 0/20/40/60/100% to 0/25/50/75/100%) • Automatic vesting at age 60 (not 65) • Employees with 10 years of service or more will enjoy improved total employer contributions, and all employees hired prior to January 1, 2021, will have the opportunity for equal or greater total employer contributions. • New, annual match true-up for Edmonds caregivers 		<p>staff. The program would provide opportunities for nurses to grow professionally in areas that would benefit both the nurse and Swedish. We are excited to bring this proposal forward and look forward to more engaged dialogue with SEIU 1199NW on shaping this exciting new program. In addition, Swedish offered proposals on float for SMC RNs and SMC Technical caregivers that are aimed at streamlining the float process.</p>

Health Benefits	Paid Leave	Retirement	Wages	Float and Clinical Ladder
<ul style="list-style-type: none"> • VSP Vision plan becomes voluntary. Now partially subsidized, this low-cost plan will become voluntary and fully paid by caregivers. While costs vary depending on who you enroll, the additional cost would be less than \$3 per pay period for self-only coverage for a full-time caregiver. 	<p>can supplement other paid leaves. Our PTO proposal is more generous and provides more flexibility than our current vacation accruals.</p> <ul style="list-style-type: none"> • Sick time accruals will phase out at the end of 2020. Frozen sick banks will be available to supplement other paid leaves through the end of 2022. Our caregivers will not lose the sick time they have accrued and will have it be available for an additional two years as a supplement. • Annual Leave accruals stop at the end of 2020 and roll over into PTO. • Introduction of short-term disability and Paid Parental Leave as new employer-paid benefits. Separate Swedish-provided benefits will supplement the state-provided programs. Washington state benefits will provide pay for disability, parental and family leaves. Our additional short-term disability will allow for up to 25 weeks (combined) of partial income replacement for approved absences. Unlike our 	<ul style="list-style-type: none"> • Expanded match eligibility for Edmonds caregivers – anyone saving in the 401(k) will receive employer match each pay period <p>Eligibility and timing for the employer “basic” contribution will change. Employer match will continue to be credited each pay period. The additional employer contribution will deposit annually. Under the proposed plan, employees who work at least 1,000 hours (up from the current minimum of 500 hours), and remain employed through the final pay period each year, will be eligible to receive the Employer contribution, which will be 5% for caregivers with 10+ years of service, starting 2/1/2012. One thousand hours will also be the requirement to earn a year of vesting service for the annual employer contribution.</p> <p>There will be no changes proposed to the defined benefit pension in which certain</p>		

Health Benefits	Paid Leave	Retirement	Wages	Float and Clinical Ladder
	<p>current accrual-based system, these programs allow for greater protection because the benefit does not disappear once a caregiver runs out of vacation or sick hours. The program allows for protection more than once per year as long as each absence is qualified.</p>	<p>caregivers hired before 2007 currently participate.</p>		

Proposals Shared on July 10, 2019

Subcontracting	Wage Scale for Social Workers and ARS Counselors	Union Leave
<p>The Swedish bargaining team presented a proposal on subcontracting that would bring Swedish's contracts more in line with many other health care providers.</p> <p>This proposal would enable Swedish to adapt to changes in the health care industry, evolve to meet patient needs and help the organization continue to be strong and sustainable. In a dynamic environment, Swedish may need to shift some of its areas of focus and partner with organizations that augment its core competencies. Swedish's proposal values caregivers and shows that it is</p>	<p>The Swedish team proposed a wage scale for Case Management Social Workers, Maternal Medicine Social Workers and Addiction Recovery Service Counselors. Swedish has been engaged in bargaining with this group for its first contract. The wage proposal, which mirrors the Edmonds's Case Management scale for the majority of the social workers, is an important step and the team is hopeful that this will bring us closer to resolution with these caregivers. The proposal ensures that no caregivers will be placed below their current rate on the new scale, and they will then move up on an annualized basis. The Swedish team's</p>	<p>The Swedish team also submitted a proposal that updates the union's leave language to enhance protections for confidential patient information and overall patient safety. Under the proposal, Swedish caregivers who are on leave from their regular employment with Swedish to perform union service are prevented from representing themselves as active Swedish caregivers during that time and must follow the already agreed upon language that applies to union employees who are accessing Swedish premises. This protects them and our patients from the possibility of inadvertent sharing of patient information.</p>

<p>dedicated to those who want to grow within the organization, giving them support and training to advance their careers.</p> <p>Swedish’s proposal comprises three key elements that underscore its deep commitment to caregivers. First, Swedish would provide any caregiver affected by subcontracting 120 days’ notice to help facilitate reassignment and identify another potential role within Swedish that the caregiver might move into. Swedish currently has 400 open roles, and it strongly desires keeping caregivers within the organization. This process would be facilitated through the existing change team process.</p> <p>Second, under the proposal, any caregiver who applies for a different position at Swedish during an 18-month window would be treated as an internal candidate and retain his/her seniority within the organization.</p> <p>Third, the Swedish bargaining team is open to exploring whether impacted caregivers could be allowed to access resources from the Training Fund to pay for training or additional skill development so they can apply for open positions within the organization.</p>	<p>previous proposal of a year-to-year wage increase – 2% upon ratification (not retroactive to contract expiration), 2% after the first year, 1.5% after the second year and an additional 1.5% after the third – would also still apply.</p>	
--	--	--

Proposals Shared on July 31, 2019

Training Fund	Caucusing and Release Time
<p>Swedish is a trustee and the largest contributor toward the Multi-Employer Training Fund, which supports caregivers’ professional development and is administered by SEIU 1199NW. The Swedish bargaining team presented a proposal that would increase transparency around the operation of the fund by requiring the union to do the following:</p> <ul style="list-style-type: none"> • Assure the training fund reports certain information to Swedish on a quarterly basis, including a list of individuals paid by the training fund for services provided • Assure the fund discloses any misuse of funds or violations of fund principles within 15 days after discovery of such misuse or violation • Have a third-party conduct an annual audit of the fund and provide a detailed report of results to Swedish • Respond within thirty days to a request from Swedish for information related to the fund’s administration and performance <p>Assure the fund provides, at least quarterly, a list of all Swedish caregivers who are receiving benefits from the fund and the programs in which they are enrolled as well as a list of all Swedish caregivers who applied for fund resources and were denied, and a detailed basis for the denial.</p>	<p>We presented a proposal specifying that Swedish will pay nurses for up to 30 minutes of union caucus time per meeting.</p> <p>The Swedish team is also proposing tightening the language around committee participation by Swedish Medical Center RNs and Technical and Service caregivers.</p>