

Topic	Union’s Proposal (8/30/22 – 6p)	Providence-Swedish Proposal (8/30/22 – 10am)
<b>Across the Board increases</b> (these are raises that everyone at Swedish receives)	<ul style="list-style-type: none"><li>- At ratification – 6% or \$2/hour whichever is higher</li><li>- 1/1/23 – already agreed upon 2.5%</li><li>- 4/1/23 – 7% or \$2.75/hour whichever is higher</li><li>- 10/1/23 – 4% or \$1.50/hour whichever is higher</li><li>- 10/1/24 – 4% or \$1.50/hour whichever is higher</li></ul> <b>TOTAL = 23.5% / \$7.75</b>	<ul style="list-style-type: none"><li>- At ratification – 4% or \$1.25/ hour whichever is higher</li><li>- 4/1/23 – 7% or \$2.75/hour whichever is higher</li><li>- 10/1/23 – 4% or \$1.25/hour whichever is higher</li><li>- 10/1/24 – 4% or \$1/hour which ever is higher</li></ul> <b>TOTAL = 19% / \$6.25</b>
<b>Market Adjustments</b> (all market adjustments are in addition to the ATB)	<ul style="list-style-type: none"><li>- RNs get an additional 3%</li><li>- Edmonds Endo techs move to SMC scale</li><li>- NEW Social Work scale with additional licensure</li><li>- Compare Edmonds and SMC scales and move to whichever is higher</li><li>- Language to bargain additional market adjustments in the future</li></ul>	<ul style="list-style-type: none"><li>- Edmonds Endo techs move to SMC scale</li><li>- NEW Social Work scale with additional licensure</li><li>- Language to bargain additional market adjustments in the future</li></ul>
<b>How we move up the wage scale</b> (right now its hours worked or a year, whichever comes last)	<ul style="list-style-type: none"><li>- We move up the wage scale every year worked, not based on hours.</li></ul>	<ul style="list-style-type: none"><li>- No Proposal</li></ul>
<b>Ghost Steps</b> (this is steps on the wage scale you don’t get an increase)	<ul style="list-style-type: none"><li>- Fill in every ghost step on every wage scale with a 2% increase.</li></ul>	<ul style="list-style-type: none"><li>- “Fill in” ghost steps below step 15 which would impact SMC Service, SMC Tech, Edmonds Pro/Tech/Service</li><li>- Unclear on how the “fill in” would happen</li></ul>
<b>Credit for past experience</b> (how you are placed on the wage scale based on your years of experience in and outside of Swedish)	<ul style="list-style-type: none"><li>- AGREEMENT FOR SMC SERVICE AND EDMONDS PRO/TECH/SERVICE TO HAVE YEAR FOR YEAR CREDIT FOR EXPERIENCE</li><li>- Process to determine what jobs outside of healthcare count for credit</li><li>- Appeal process if placed on wrong step</li><li>- Folks moved up the scale to appropriate step by 7/1/23</li><li>- For all contracts – recognizing experience in and outside the United States</li></ul>	<ul style="list-style-type: none"><li>- AGREEMENT FOR SMC SERVICE AND EDMONDS PRO/TECH/SERVICE TO HAVE YEAR FOR YEAR CREDIT FOR EXPERIENCE</li><li>- Folks moved up the scale to appropriate step by 1/1/25.</li></ul>
<b>EVS ACET Mentor Premium</b>	<ul style="list-style-type: none"><li>- \$2/hour for all hours worked as a mentor</li></ul>	<ul style="list-style-type: none"><li>- No proposal</li></ul>
<b>Premiums and Differentials</b>	<ul style="list-style-type: none"><li>- Add \$1 for all Flex, Floating and Float Pool premiums</li><li>- Bring all contracts in line to the highest amount</li><li>- Additional increases in Preceptor, Cert, Night, lead, charge, stand by</li></ul>	<ul style="list-style-type: none"><li>- Proposed increases on night, lead, charge and preceptor</li></ul>
<b>Retention/Loyalty Incentive</b> (A new incentive to encourage folks to stay)	<ul style="list-style-type: none"><li>- Now – A \$7.000 incentive for agreeing to stay 2 years (would need to pay back if you leave)</li><li>- 1/1/25 – A certain anniversary steps you move up 2 wage steps instead of just one (2, 5, 10, 15, 20, 25) and when you’re at the top of the wage scale you get a \$1500 bonus every year you stay</li></ul>	<ul style="list-style-type: none"><li>- A \$7000 lump sum on your 20<sup>th</sup>, 25<sup>th</sup> and 30<sup>th</sup> anniversary.</li></ul>
<b>Incentive Shift</b> (A way to fill holes in our departments)	<ul style="list-style-type: none"><li>- For both standby and scheduled shifts</li><li>- Automatic every time a department below core staffing</li><li>- If you pick up 2 days before – 2 weeks before you get 1.5x for below 0.75 FTE and 2x for 0.75FTE and higher.</li><li>- If you pick up day before or day of – 2x for for all FTEs</li><li>- Must work your full FTE for pay period or Per diem requirements</li></ul>	<ul style="list-style-type: none"><li>- No Proposal</li></ul>
<b>Retirement</b>	<ul style="list-style-type: none"><li>- Providence currently contributes an automatic 5% to your 401(k) we proposed to increase it to 6%)</li></ul>	<ul style="list-style-type: none"><li>- No Proposal</li></ul>
<b>Break Relief</b>	<ul style="list-style-type: none"><li>- Keep all current FTEs in contract for RN Break Relief</li><li>- In January of 2024 expand FTEs to cover break relief for all units/shifts for RNs, CNAs, ED Techs</li><li>- Discuss what break relief would look like for non-nursing job classes</li></ul>	<ul style="list-style-type: none"><li>- No Proposal</li></ul>
<b>Duration</b> (length of contract)	<ul style="list-style-type: none"><li>- All agreements including our contracts would extend to June 30, 2025.</li></ul>	<ul style="list-style-type: none"><li>- All agreements including our contracts would extend to June 30, 2025.</li></ul>