

About Union Activity on Wednesday, July 1

Swedish Edmonds is in contract negotiations with SEIU 1199NW.

Swedish is currently in contract negotiations with the union that represents many of our caregivers (employees). On Wednesday July 1 from 12-2 p.m., union members are holding informational picketing to express their opinions about the Swedish Edmonds contract proposal. **They are not on strike.** Our hospital and medical office buildings will be open for business as usual, and our commitment to excellent high-quality care remains unchanged.

Will picketing affect patient care?

It is our expectation that the picketing will be peaceful and will not create a disruption for patients and visitors. **It is not a strike, and patients will be well cared for while they are with us.** But if these activities make you uncomfortable in any way, please ask to speak to one of our core leaders (managers). *Note: doctors are not represented by the union and are not involved in negotiations.*

Swedish Edmonds is investing heavily in staffing and is hiring 200 new caregivers this year.

Though the union is making inaccurate claims that Swedish Edmonds refuses to invest in safe staffing, the reality is that we are investing heavily in staffing and in the process of hiring 200 new people this year to support our current caregivers and accommodate current and future growth in patient volumes. We have also put a market competitive wage and benefits package on the table designed to retain and recruit top talent.

A market-competitive package: A choice of benefits and a continued voice in staffing.

Swedish Edmonds has presented a package that offers caregivers competitive wages, a choice of benefits and a continued voice in staffing. With the Swedish proposal, Swedish Edmonds caregivers would receive:

- **Wages:** A total increase of 14.5-16.5% spanning four years
- **Medical:** Two new choices of plans for caregivers
- **401(k):** Increased employer match
- **Training fund:** More than \$2.3 million provided by Swedish annually
- **Annual and sick leave:** No change for current caregivers
- **Flexible paid leave for new hires:** Current caregivers can opt in if they choose

Swedish Edmonds is ready and willing to negotiate our opening offer with the union.

Though SEIU is planning to picket our hospital on July 1, we are only in the “opening-offer” stage of bargaining and are waiting for the union to respond to our initial wage and benefit package with a counterproposal. We believe it’s time to start seriously negotiating a deal that supports our caregivers and the communities we serve. Contracts need to be bargained at the table, not in the streets.

For questions or comments

If you have general questions or would like to share comments, please email our communications team at corporatecommunications@swedish.org.