

About Union Activity on Wednesday, July 1

Swedish 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, union members are holding informational picketing from noon to 2 p.m. to express their opinions about Swedish's contract proposal. They also plan to hold a rally on the First Hill campus from 4 to 7 p.m. **They are not on strike.** Our medical centers will be open for business as usual, and our commitment to excellent high-quality care remains unchanged.

Will picketing affect patient care?

No. 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 is investing heavily in staffing and is hiring 1,600 new caregivers this year.

Though the union is making inaccurate claims that Swedish refuses to invest in safe staffing, the reality is that Swedish is investing heavily in staffing, and we are in the process of hiring 1,600 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 has presented a package that offers caregivers competitive wages, a choice of benefits and a continued voice in staffing. With the Swedish proposal, Swedish Medical Center caregivers would receive:

- **Wages:** Total increase of 9.5-11% spanning three years
- **Medical:** Two new choices of plans for caregivers
- **Pension:** Continuation for those currently enrolled 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 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.