



# SEIU Healthcare

United for Quality Care

## Our bargaining priorities at DSHS/DOH

RNs at DSHS and DOH have ratified four priority areas to address in our 2008 bargaining:

### 1. Fair pay

Our principles:

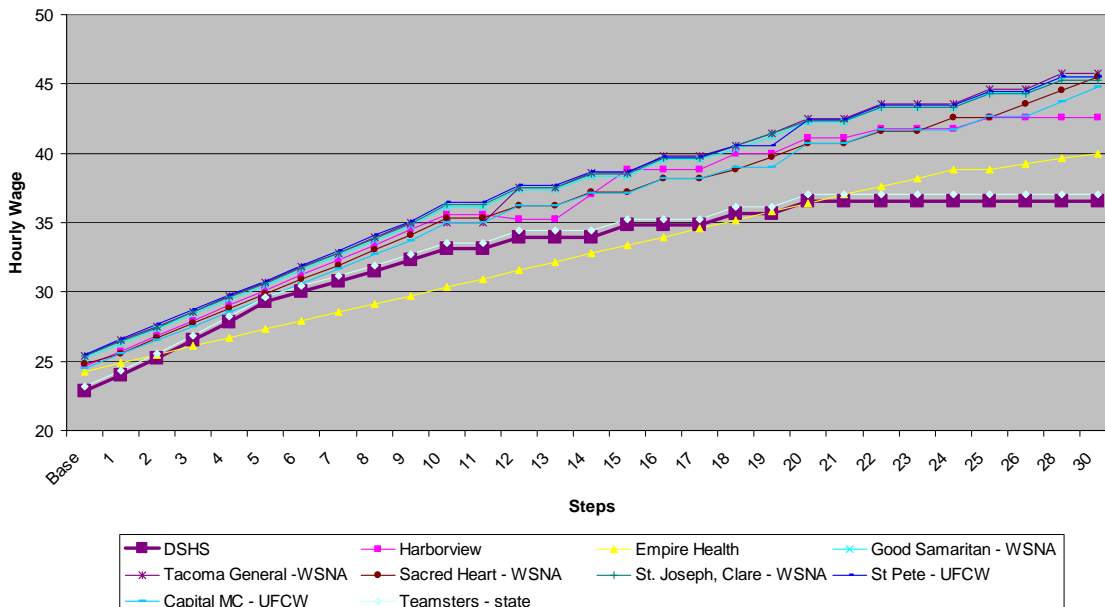
- Fair pay that respects our work
- Pay that will make the state competitive in recruitment and retention of quality RNs
- Get to area standards over the life of our contract

In spite of significant pay raises in the 2006 bargaining round, RN pay in state service continues to lag behind community standards. **By next spring, our pay will average 9% below comparable RN jobs in the communities where a majority of us work and live.**

We proposed:

- 5.5% pay raise effective July 1, 2009
- 5% pay raise effective July 1, 2010
- Additional fill-in steps and new top steps to bring us to community standards
- Overtime pay for all nurses who work beyond their regular shift

**In July 2009, RN2s working for DSHS/DOH  
will have wages averaging 9% below Pierce/Thurston/Spokane  
markets**  
(where a majority of our members live and work)



## **2. Safe staffing/reasonable workloads/fairness on the job**

Our principles:

- Quality patient care
- Safe staffing, safe workplaces
- Adequate training
- Fair process for transfers/promotions

We proposed:

- Safe staffing committees, to develop staffing plans on wards and units
- A continuing voice for RNs on decisions concerning staffing mix and job reallocations
- Full implementation of the state's new safe patient lifting law, with a continuing voice for RNs
- Limits on mandatory overtime
- Full transparency on posting new, vacant, or reallocated positions
- Fair process for transfers and promotions that fully recognizes past state service

## **3. Affordable health care benefits**

Our principles:

- Protect our benefits
- Maintain affordability

Done! We have reached a tentative agreement with the state, as part of multi-union coalition bargaining, on the following:

- State will continue to contribute 88% of the cost of health benefits through 2011. Employees will continue to pay the remaining 12%.
- Employees are encouraged to take a Health Risk Assessment survey, and will be able to use work time and state computers to complete the surveys.
- State will set up a wellness incentives program, with details to be determined in consultation with state unions.

## **4. Safe workplaces**

Our principles:

- Improve safety in the workplace
- Adequate training for all RNs
- No penalty for workers who are injured on the job

We proposed:

- Adequate, appropriate safety training to all nurses upon hire, and regular updated trainings as needed
- Full pay for RNs who are assaulted on the job, without forcing the nurse to use accrued benefit time.
- First-name only badges at state inpatient institutions