



June 1, 2018

BARGAINING UPDATE

Standing up for our patients and our community

Bargaining for 2019-2021 has begun!

We need a strong union now more than ever to protect our contracts, patients, and community.

We're staying strong together even though extremist groups are trying to weaken our union. By making it optional to be in our union, these groups including the Freedom Foundation hope that we will lose our power to improve our wages, benefits, and staffing. Instead, we have had our first bargaining session with management with our union stronger than ever and with a renewed commitment to sticking together regardless of our opponents' actions.

We have a plan to win. Hundreds of us filled out surveys, and we voted unanimously in favor of our proposals! We are on the right track.

Our strength to win in bargaining includes all of us.

- We completed surveys showing our unity and priorities.
- We elected co-workers for our bargaining team.
- Our bargaining team looked at our surveys and standards being set in other parts of the union and in the community to generate bargaining proposals.
- We voted overwhelmingly to show we support the bargaining team and their proposals.
- Our bargaining team has begun to meet with management to let them know what our priorities are.
- The most important part: We all take ownership of our proposals and support the bargaining team by taking actions in the work place. Bargaining team members and other leaders in your facility will let you know how to engage as actions become necessary.
- Our bargaining team reaches a tentative agreement with management.
- All of us get to review the tentative agreement and vote to ratify.
- WA state legislature funds our contract in the budget.
- Contract takes effect.

Key priorities we voted to approve that are based on our surveys and community standards

- Safe staffing
- Safety in the work place
- Wages and premiums to keep up with the community
- A voice at the work place
- Protecting our retirement plan and health benefits
- Training that keeps us at the top of our field

Your bargaining team is:



Debbie Carlson, DOH	Paula Manalo, East Campus, WSH
Tricia Terry, DOH	Elizabeth Barber, Organizational Development, WSH
Shana Johnny, DOH	Janie Palafox, Organizational Development, WSH
Charan Paul, Fircrest HCS	Melissa Staples, ESH
Tia Hallberg, Holgate JRA	Onnika Merkle, ESH
Troy Wasmundt, Naselle JRA	Van Braas, ESH
Tina Angeles, Lakewood RCS	Roni Palmer, ESH
Lisa Hartwell, Lakewood RCS	Traci McKenzie
Debbie Hawkins, Forensics, WSH	Tracie Lillienthal
Barb Shelman, Forensics admissions, WSH	Patricia Carlson, DDA, Spokane
Willie Saw, South Hall, WSH	Betty Diaz, Yakima RCS
Paul Singh, MNC, WSH	
Sharon Bethard, Central, WSH	



"We've completed our first bargaining session. We passed several of our proposals across the table. We took the opportunity to explain to management why each of our proposals was

important to the safety and security of all of the nurses as well as our patients. We are off to a great start toward improving our contract."

Van Braas, RN2, ESH

Electing Healthcare Champions

Because we worked hard to make sure we have the right people in office at the state level, it has been possible for us to win on important issues for our families and our patients including getting the legislature to approve our 27.5% increase during last negotiations. Now it's critical for us to keep electing the right people into office. That's why we are doing the work with our union to make sure we elect people that will prioritize our communities, our jobs, and our patients by supporting us in Olympia when time to support our contract comes.



"Mari Leavitt, a candidate for the legislature in the 28th LD, came to meet with us at the bargaining table today. It was good to see that the incumbent has a challenger because I've met with him twice and he has never done anything to help us. If we are able to get Mari into office, she is going to get behind us and support the work we do at DSHS/DOH. That is why it is important to build relationships with good candidates."

Sharon Bethard, WSH, RN, Central, Day (front row, fifth from left)

Our Next Bargaining session: June 13

We are saying NO to attempts to weaken our union

- The Freedom Foundation is one extremist group that will try to get us to drop our dues.
- They have already asked for our name and work email address from the employer.
- They might visit our homes, knock on our doors, or send us mail with misleading information that we can give ourselves a raise—they might even show up outside of our hospital to talk to us. But what they don't tell us is that if we leave our union we'll be weaker and without power to have a say in our pay, healthcare, and working conditions.

Here are three things that we can do right now:

- Commit to keeping our union strong. If you haven't done so already, fill out a new union card at <https://joinseiu1199nw.org> and do your part to stay united.
- **Talk** to your coworkers now about why you're staying in the union and what we've won together. Connect with your delegate and Executive Board leader about what we can do next.
- **Watch** for mail, phone calls, or visits to your house from the Freedom Foundation about dropping your union dues. Don't be fooled: tell the Freedom Foundation that you're staying union strong.