

Together we build a better DSHS and DOH:

We need affordable care and respect for our work

We are taking action! Hundreds of us have already emailed Governor Inslee to say, "Invest in us, invest in care!" It's time for the state to restore our healthcare split to the 88%/12% pre-recession levels. With the state economy bouncing back, the reason behind changing our split is gone, and now what we really need an investment in the wellbeing of our families.

If you have not yet signed our unity petition in support of the bargaining team, now's the time! Contact your delegate or bargaining team member to find out how.

Keeping and attracting the most experienced staff to our state work also requires wages that will help recruit and retain nurses, and premiums that honor our work so we can continue to serve communities throughout Washington.

Join with DSHS DOH nurses across the state and send your message today — visit <http://bit.ly/DSHSDOHcontract> and tell the Governor why we need affordable care and a contract that values our work.

Through our unity at the bargaining table and our actions in the field, we are challenging management to become a better employer:

- We're calling for premiums for redeployment, which will respect our time, experience, skills, and create a deterrent for management to pull nurses to other units.
- Regular meetings will help us conclude investigations in a more timely way, keeping staff on the units where we need to be.
- Moving the exchange time threshold from 45 hours to 40 hours will ensure our time is respected and we have the time outside of work we need to thrive, and to come in fresh and ready the next day.
- Ensuring management more closely follows modern standards of Just Cause, so we are not seeing disciplines over things like systems errors, management errors, or a need for training.
- All of us want the state vehicles to be safe. This should not be in contention.

Our values are also communicated through our economic proposals:

- An across the board raise will keep us from falling behind the comparable wages in the community.
- Adding a step at year 23 and adding a top step will honor the experience and loyalty that is so crucial for caring for our patients and clients, and bring our most senior nurses up to community standard wages.
- A charge nurse premium for RN2s performing charge duties will go a long way toward making sure we are getting compensated for additional responsibilities, and are recognized for the contributions we make in the workplace.
- Preceptor programs and preceptor premiums will keep our newest nurses on the path to success.

We go back to the bargaining table on 8/28/18 with the intention of standing by our values and making great improvements to our contract. Our next healthcare bargaining session is 9/7/18.



"It's vital that we have both a robust float pool as well as float pay for when RNs have to leave their home unit. When nurses have to float off their assigned work place it's a safety issue all the way around.

In addition it decreases job satisfaction. Nurses have left over this exact issue. Management needs to listen and fix this problem at the bargaining table."

Van Braas, RN 2, Eastern State Hospital



"When we redeploy a nurse to another unit it causes lots of stress. Sometimes they fear making a mistake in a unit they are not familiar with. It would be encouraging for them to have an incentive and it will be more productive for the hospital and the nurse to get float pay."

Willie Saw, RN3, WSH



Our bargaining team

- Debbie Carlson, Nursing Consultation Advisor, DOH
- Tricia Terry, Nurse Consultant, DOH
- Shana Johnny, Nurse Consultant, DOH
- Charan Paul, RN3, Fircrest
- Tia Hallberg, Nurse Consultant, Holgate HCS
- Troy Wasmundt, RN3, Naselle JRA
- Tina Angeles, Nurse Consultant, Lakewood RCS
- Lisa Hartwell, Nurse Consultant, Lakewood RCS
- Debbie Hawkins, RN3, WSH
- Barb Shelman, Forensics Admissions, WSH
- Willie Saw, RN3, WSH
- Paul Singh, On Call Supervisor, WSH
- Sharon Bethard, RN2, WSH
- Paula Manalo, RN3, WSH
- Janie Palafox, RN3, WSH
- Melissa Staples, RN3, ESH
- Onnika Merkle, RN3, ESH
- Van Braas, RN2, ESH
- Roni Palmer, RN3, ESH
- Traci McKenzie, RN3, Lakeland Village
- Tracie Lilienthal, RN2, Lakeland Village
- Betty Diaz, Nurse Consultant, Yakima RCS