

We Won on Scheduling at WSH for Our Families and Our Patients!



When management determined that they would give everyone new schedules, we saw that having a union gives us a voice in the process, and we came together to demand they bargain. Our SEIU 1199NW team looked at management's initial proposal and rejected it. We sent a survey to see who might be interested in getting 12 hour shifts, and created an alternative schedule which reflects what we really want.

Starting June 17, we will have the opportunity to bid on new schedules by ward and state seniority, with an option for float pool. Float pool positions come with a \$3 an hour premium starting July 1, as bargained last summer in our 2019/2020 Contract Bargaining Agreement. Jobs are frozen now and we should have the whole process complete by August 4. Congratulations to our bargaining team, who fought off an attempt to give everyone undesirable schedules, and give the float pool nurses zero weekends off. We won on both issues.

Our bargaining team:

Becky Bailey, Pauline Dural, Debbie Hawkins, Jane Kambutu, Job Mwaura, James Pettigrew, Nancy Phelps, Willie Saw, Paul Singh, Kelli Sparks



"We have been short staffed on Fridays, Saturdays, Sundays, and Mondays, so the change to our schedules was needed to ensure stable staffing throughout the week." **Job Mwaura, RN2, E2, Days**



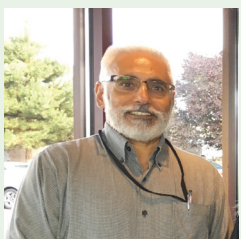
"We got huge results in bargaining over the schedule because such a large number of us responded to the survey about schedule preferences, and a big group of us convened to bargain. This showed management that we are strong and united, that people are willing to step up and help with our union, and that is what it took to win.

Instead of just taking what they offered, we came up with a better plan that had more choices. This goes to show that the more of us who are willing to step up, the more ideas we have in the room, the more powerful we are." **Becky Bailey, RN3, F6, Evenings**



"I think it is good that the half of us who wanted to try 12 hour shifts will get the opportunity, but people who want to keep their 8 hour shifts can. With a combination between 8 and 12 hour shifts, shift report will be less disruptive and hopefully result in fewer change of shift incidents. We will need to measure whether the staff leveling makes us safer. We need to look at the number of incidents year over year, comparing the new schedule with the old.

Having the option for 8 or 12 hour shifts will also make it easier to hire new co-workers." **Jane Kambutu, RN2, C3, Evenings**



"Because our union is strong, you will have the right to choose your schedule by seniority and by ward. Our seniority is on the intranet so there should be no question about it. After bidding is done, you will have the option to look at shifts on other wards that remain open, in case a schedule that works better for you is available. We made sure to provide multiple options so our lives are impacted minimally."

Paul Singh, RN3, On-call Supervisor

When Our Evaluations Are Unfair, We Fight Back

RCS region 2 members are united in opposition to inappropriate language in RNs' evaluations. We called on management to remove the offending language at our last UMCC, and they refused, so we are grieving it. If you are in Region 2, you can sign on in support of this group grievance by contacting Lisa Foster or Zee Mabhena. When we unite, we win.

We Are Taking a Stand Over Workload Increases at RCS

We know from experience that some of our workloads are increasing, and some of us now find it unsustainable. We have attempted to discuss our concerns with management. Management needs to listen and correct this immediately.

more on the back!

We Demanded to Bargain Over HCS Intake Changes

Changes to our intake systems have led to an inappropriate and unsustainable increase in our workloads. We gave management a chance to correct this, but they didn't listen. We now demand that they bargain over these changes to our working conditions.



Tia Hallberg, Nurse Consultant, HCS Seattle

“Management is demonstrating a fundamental lack of understanding of what nurses do. Apparently there was a lean process at headquarters, and they redesigned our intake system in a way that has us doing all sorts of non-nursing tasks. We need RNs to be available when our expertise is required for complex cases. That is why our previous system was careful to respect our time and experience. We need our old intake system to be reinstated.”

Staffing Solutions at Rainier

Rainier's RNs united with LPNs in opposition to the return of a divisive manager. Because we stood together, we won. It is this unity which has also led to Rainier being almost fully staffed for the first time in years! Congratulations to everyone for teaming up across unions and becoming stronger together.



Leave, Attendance and Overtime Workgroup

We all have an interest in making sure our workplaces are functioning at the highest level. That's why we came to agreement last time we bargained that we would develop a new memorandum of understanding to apply best practices in how leave, attendance and overtime work at our facilities. The entities impacted will be WSH, ESH, Echo Glenn, Naselle, Green Hill, CSTC, Rainier, Fircrest, Lakeland Village, Yakima Valley School, and SCC. We had our first meeting with management on June 4, where we trained in using an affinity model to bargain, so we can discuss challenges and collaborate on possible solutions.



“The problems with leave, overtime and attendance stem from management's current policies. So it is important that we are at the table discussing the reasons people take leave the way they do. This way, any changes this committee makes are informed by our experiences and will have to be agreeable to us.”

Mark Ares, RN3, Central, evening

We will be going back to the bargaining table on June 26. If you have comments, concerns, or suggestions related to leave, attendance and/or overtime, please speak with one of our co-workers on the bargaining team, and they will be sure to carry your concerns to the committee.

Our Bargaining Team:

Debbie Hawkins, Mark Ares, Pauline Dural, Nancy Phelps and Taye Birhanu, WSH
Gary Wiseman, Special Commitment Center
Fikirte Setargew and Danielle Schoenig, Fircrest
Krista Franco, Rainier
Onnika Merkle and Melissa Staples, ESH
Traci McKenzie, Lakeland Village
Josephine Barrera and Lisa Beason from Yakima Valley School
Troy Wasmundt, Naselle

DID YOU KNOW? Acts of Kindness Can Actually Make You Healthier!

Celebrate SmartHealth Week – Acts of Kindness, June 3-9

Research shows that carrying out acts of kindness for others can have a range of benefits for your mental, emotional and physical health. Especially in today's political atmosphere, which is too often lacking understanding and empathy for others, acts of kindness can be a reinvigorating way to make a positive impact on our world.

Of course, as healthcare workers who care for the most vulnerable in our community, we practice kindness every day through the work we do. And when we're active in our union, our solidarity creates positive systemic change for working people. Now there's a way to contribute even further.

SmartHealth Week – Acts of Kindness from June 3 – 9 offers ways to express kindness at work, at home, and in our communities. Starting June 3, log on to smarthealth.hca.wa.gov to join an Act of Kindness activity:

- Team Activity: Together is what we do best – donate to a food bank (earn 150 SmartHealth points)
- Individual Activity: Be the one! Share kindness. (earn 100 SmartHealth points)

SmartHealth Week gives us another opportunity to spread kindness and inspire others to do the same!