



Our unwavering unity is our Strength

Our unity petition showed management that we are strong and will not be divided.

We're standing up for state nurses, patients and families.

Washington State is in the midst of a pandemic that continues to spread in many communities and has caused a huge shortfall in the state budget. As state nurses, we know our country and we serve it more than ever. That's why we're united in our contract bargaining around our proposals for our patients, safety, and stability first.

We're united for:
- Maintaining our whole contract with no takeaways
- Respect for our work, we are essential healthcare workers, maintaining our wages supports our future by helping recruit and retain staff
- Protection of benefits, affordable healthcare and a secure retirement...that we and our families depend on.

- Equating that patient and staff safety is not sacrificed to the budget
- Equity for all, including using a racial justice lens to improve our workplaces for all members

We are calling on management to agree to rolling over our contract with no takeaways so that we can continue to serve our patients, clients, and communities.

Table listing names and affiliations of signatories, including: Amy Brown, Jennifer Brown, Sharon Bethard, etc.



"This petition communicates clearly that we stand together and strong, aiming to maintain our current contracts with benefits and conditions that we have worked hard to achieve. As always, patient care and safety, our personal safety and career stability are at the forefront of our negotiating agenda. We are calling upon management to recognize and demonstrate that you value Washington State's nurses and the work we do. Agree to roll over our contract - without takeaways - so that we can continue to take great care of our patients, our clients, and our communities." Paddy Carlson, ARNP, DDA

When we fight, we win!

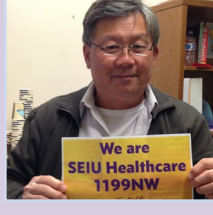
We used the support of our coworkers to lend strength to the work of the bargaining team. We pushed back against the proposed takeaways and stood strong, and management quickly recognized and retracted their bad proposals, including wanting to remove callback language, comp time changes and limitations, and loss of step increases for one year.

We demanded that Western State Hospital administration sends nursing leadership to the table.

When we were told Western State Hospital CNO Jennifer Brown declined to attend yet another bargaining session, we demanded they send someone in her place. They need to do better; we deserve that respect!



"This is why we did a vote of no confidence in nursing leadership at Western; we are disregarded. We are discussing these important issues and our leaders cannot bother to show up? We need our leaders to show the same commitment to nursing that we do every day by showing up to the table. They have been disrespectful yet again. It is past time to renew our conversations regarding the vote of no confidence." Sharon Bethard, RN3, Float Central, WSH



"They are still hiring agency nurses and there is overtime happening every day. How is furloughing RNs while you are spending all this money a savings? They are already anticipating that overtime will increase, that is why they proposed taking away callback pay and changes to comp time. They wanted to freeze wages and hire new nurses at higher steps than those of us that have time in state service. We stood together to make them see the irresponsibility of this plan until they could no longer deny it and they removed those proposals from the table. Our unity and our dedication to our work clearly showed that they have no real understanding of who we are, let alone what we do every day." Willie Saw, RN3, South Hall

We refused to accept their statements and positions as fact when we knew they were inaccurate.

Management insists that WSH RN3s are eligible for furlough because they do not require "backfill," yet we have shown again and again this is not the case. Instead of changing the plan to furlough, they change their terminology to suit their agenda.



"Every day I cover someone else, there isn't a single day that I work and I don't have to cover another RN3 or down deploy to meet staffing needs. They say we don't need coverage if we as RN3s are not there yet they use us to over each other, as well as RN2s and RN4s when the need arises. And we do it all, and still get our work done. They cannot say that we do not need to be covered when we are absent for any reason no matter what they choose to call it." Debbie Hawkins, RN3, CFS WSH



Management speaks of cost neutrality of the contract as if it is imperative that the most essential state employees pay for the budget shortfalls, instead of looking to bloated administration costs or delaying projects. They ask why other areas should pay for our contract and have no answers as to how to mitigate the safety and mortality impacts of furloughing nurses across the state.



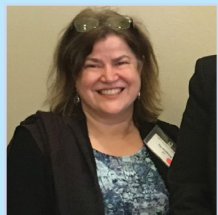
“It doesn’t make sense to not have a window to come back and review the situation. We aren’t negotiating for the sake of finishing, then walking away for the next several years without concern for the ramifications. Last time management imposed furloughs it backfired and cost the state more. We see no one taking accountability for the cost and ramifications of this decision.”
Paul Singh, RN3, WSH

We asked how they justified continuing to hire agency RNs at premium rates while furloughing RNs. Their answers were contradictory.

We asked about how management plans to retain and recruit nurses needed to fill current vacancies, new positions for planned expansions to facilities, and additional FTEs for the added responsibilities of complaint investigations and inspections while proposing furloughs and takeaways, when hospitals like Swedish are offering huge hiring bonuses and a 13.5% wage increase by July 2023. They have no answers other than to pour more money into recruitment teams.

We continued to challenge them on furlough days.

They refuse to discuss movement away from 24 days in a two-year period.



“We continue to reiterate that our priorities need to be patient and staff safety. Management has not provided any documentation as to how their proposals will actually help solve the budget crisis. They want a cost neutral contract even though it would be more expensive

to our communities overall. . Reductions in nursing causes a decline in the quality of care that nurses provide every day, whether it be in our care facilities or in our communities. We want to promote people’s safety and lives. They are willing to risk the increase in morbidity and mortality for a cost neutral contract. At this crucial time we need nurses more available, not less. They are willing to trade an increase in staff and patient injuries in order to save money and make sure we are paying our fair share? They do not understand that we save them money by preventing those tragedies. They are gambling that there won’t be any lawsuits related to loss of safety in the next two years. The final budget can be cost neutral but it does not have to be on the backs of our nurses, the patients, clients, and community’s safety.” **Tia Hallberg, PhD, RN, Nurse Care Consultant, Home and Community Services**

Where’s my organizer?

How we’re staying safe and unified during COVID-19

You may have noticed that SEIU Healthcare 1199NW organizers are not meeting with us in person in our workplaces. In early March, 1199NW leadership made the difficult decision to suspend in-person meetings between us and our organizers to reduce the risk of coronavirus transmission to you, organizers, their families and the community.

But having our organizers remote hasn’t changed the work of our union! Members of 1199NW have held socially distanced actions across our chapters, and we continue to relentlessly bargain fair union contracts that put patient care over profits.

Organizers and delegates are keeping in touch with us by phone and text. Bulletins and other updates are being sent to your personal email, mail and text. To make sure 1199NW has our current email addresses and cell phone numbers on file, we can update our membership card online at joinseiu1199nw.org

We shared our dedication and experiences. Our stories are powerful and made a difference.



“My power is out, my backyard on fire, I am sitting here in a 90 degree car charging my phone because I am passionate about my work, about standing up for my coworkers and our clients. My Jeep is packed and ready to evacuate at a moment’s notice. But I am still going to work tomorrow. People like those of us sitting at this bargaining table

are the ones that work for the state. As I sit here and listen to these stories I am shocked and appalled that you treat us like this, that you consider our impact on the budget more important than our impact on the lives of the most vulnerable people in the state.”

Marrie Hasek Lauren, RN, Rainier School



“We have been asked to do more and more with less — less time, less support. Managers sit across from us and give us all this praise and yet they keep taking things away, their words of appreciation are meaningless. All we are asking is to keep our contract intact. Some of the leaders on the management side have been floor nurses, what happened to their concern for patient care and safety. What happened to their concern for staff safety? Their willingness to sacrifice the wellbeing and very lives of those we care for is incomprehensible. We will continue to stand together and fight to protect our community’s most vulnerable people.”

Chris Lackey, RN2, ESH

We will continue to show our unity and strength

We will expand on our unity petition and take stronger action to show management that we are not willing to compromise lives for the budget.

Three Actions We Can Take to Support Healthcare Champions in November

So much is at stake in the election on November 3. Here are three things we can do today to make sure working people like us come before corporations.

1. **Pledge to vote!** This November, we must elect candidates who will fight for and alongside SEIU members and our families to ensure that we all have the right to join together in unions.

Pledge to vote here: 1199nw.org/seiu-pledge

2. **Check out our endorsed candidates.** SEIU 1199NW healthcare workers like us interview candidates and ask how they’ll stand on our issues. As public hospital caregivers we have a choice between electing people who want to support public employees, or candidates who want to cut our pay and benefits while we’re on the front lines of a pandemic.

See the candidates SEIU members endorse here: 2020.seiu1199nw.org

3. **Contribute to our Healthcare Leadership Fund:** Big-money donors and big business can pay for candidates who will make politics work for them. But we can use our power as workers to make our state legislature work for us.

Sign up to contribute to HLF and update your membership here: joinseiu1199nw.org