

We voted to ratify our contract and to protect our futures

We will maintain stability and security for all our members in the 2021-2023 contract



“We and our colleagues on the bargaining team, along with all of you, worked hard and remained united in fighting for not only our patients’ safety but for staff safety as well. We deserve to be recognized as essential workers. We are dedicated and passionate to what we do in serving our patients/residents. Because we stood united we were successful with preventing takeaways that management proposed initially. When we fight we win! The entire bargaining team from across the state recommended this contract and all of you agreed. We now have the protection we need in these uncertain times.”

***MARIVIC SIMON-DELLINGER**, RN3, Western State Hospital

The pandemic has caused unprecedented budget shortfalls. With this information and the knowledge that safety, security, stability, racial justice, and preventing takeaways would be the important to all of us; we proposed rolling over our contract without cost-of-living increases. Management came to the table with several permanent takeaways and furloughs for all members that would have impacted our lives and the safety of those we serve.

Our unity changed the stakes and prevented takeaways from our contract.

When we delivered our unity petition to administrations at all work locations across the state and to all agency secretaries, we won against proposed contract rollbacks.



“We all know that that the state is having a budget crisis and that cuts need to be made. But as a bargaining team, we were all strongly united to make sure patient and staff safety weren’t compromised to save money.

The decision to accept furloughs for any nurses was difficult, but when staffing is already critical, furloughing the ward-based RN3s at Western was a huge mistake. We made it clear to management that we wouldn’t back down on this critical issue and we won. Ward-based RN3s at WSH will not be furloughed.”

***SHARON BETHARD**, RN3, Western State Hospital

Our unity protected our:

- ✓ Step increases
- ✓ Call back pay
- ✓ Accruals and usage of comp time
- ✓ An important MOU on Travel for Nurse Consultants
- ✓ The secondary bid process
- ✓ Our members from an additional 30 days of furlough
- ✓ Healthcare premium cost shares
- ✓ A voice in changes that impact patient care and our lives

Our unity helped win many important improvements to our contract.

- ✓ It is now stated in our contract that retaliation is prohibited for reporting discrimination or harassment
- ✓ Sexual harassment is clearly called out as a form of prohibited discrimination
- ✓ We can now use vacation, sick, holiday, and comp time to supplement Paid Family Leave
- ✓ We have new pregnancy leave and pregnancy disability leave rights
- ✓ We have expansion of shared leave
- ✓ We won a commitment for clear guidelines regarding safety of our traveling nurses
- ✓ We have an ongoing commitment to talk about recruitment and retention across the state
- ✓ Management committed to bargain with us if there is funding for us as healthcare workers

We were successful in limiting management’s ability to furlough us, including how much notice we get and the length of the furlough.

Our furlough agreement includes:

- Those of us in non-backfill positions will take one furlough day once a month from July 2021-June 2023.
 - This does not include the Western State Hospital ward-based RN3s.
 - We won a reopener next year to adjust this plan for the second year of our contract, meaning we can reduce this number if there is new funding or revenue.
 - We limited the number of furlough days. Currently, those of us in non-backfill positions will take 24 furlough days, with a potential maximum of 6 additional furlough days.
 - We made it clear and management agreed that furloughs will not result in insufficient staffing.
- We can request alternate days for our furloughs, or split furlough days into 4-hour increments to lessen the impact on the paycheck.
 - The furloughs will not impact our accrual rates, our seniority date, or our retirement credits.
 - We ensured that our approved vacations are protected and furloughs will not fall on holidays.
 - We made it clear that they cannot furlough nurses and expect them to do in 32 hours what they would normally do in 40 hours or more. All nurses are overtime eligible after 40 hours during our week with a furlough day. RCS, HCS, and DOH nurses will not be expected to work 45 hours in a furlough week before being allowed flex time.



“We are faced with the worst economic situation since the last recession. The best decisions were made so we could ensure the least impact to our personal finances and work. We have a chance to reopen the furlough agreement next year. If we elect the right people into office we can change the course of this furlough agreement for the better. Join me in taking action over the next 9 months to elect candidates who will stand with nurses. In continuing to further our unity we can be as strong as possible when we reopen the furlough agreement.”

***LISA HARTWELL MASON, RCS**



“We were successful in reducing furloughs for the body but we are not out of the woods yet. As long as the boss continues to show little respect for the scope of our Registered Nurses across the state, we must continue to stand strong. We must continue to show them that the scope of the RN is not limited to chart notes and basic care. The scope of our license and years of training both in school and on the job makes us one of the greatest resources at their disposal. Let’s continue to fight and prove to the boss that anything is possible with the strength of our Registered Nurses and that furloughing RNs negatively impacts lives across the state. We will demand reduced furloughs for all our members as the budget improves.”

***BECKY BAILEY, RN3, CFS, WSH**

We need to continue to take action. Who is in power matters!

We need to unite to elect champions for working people because:

- Our contract must be voted on by the state legislature.
- We know an anti-worker legislature means attacks on safe staffing, benefits and pay. We need to elect a pro-worker majority in Olympia!
- We can elect new leaders who will fund our contract, ensure safe staffing, and get us the resources we need to recruit and retain staff.
- To protect our patients, ourselves, and our families, we must unite to enforce our agreement and build our political strength and power.

Contact your delegate and join SEIU members in reaching out to voters to elect:

- RNs Ingrid Anderson and Lori Feagan to the State Legislature
- Joe Biden and Kamala Harris for President and Vice President

Help support elected leaders in our state who stood up with us and will continue to stand with us during the COVID-19 crisis.

- Join the Healthcare Leadership Fund at hlfseiu1199nw.org
- Register to vote at olvr.votewa.gov



“I am politically active because it is the best way I know to manifest hope. When things do not feel right, when things do not look good, when the direction of an organization, a city, or the country does not seem right, the path out is change...and change is where HOPE lives. I make phone calls; give modest donations to political races I care about (all over the country) and am active in my union as vehicles for the kind of change that can bring hope to millions. I do these things because I know that individual efforts become collective results. Join me!”

***PATRICIA TERRY, RN, DOH-NCI**