

# Our Unity Ensured No More Furloughs for DSHS, DOH, and DCYF RNs

Last October, we reached a furlough agreement that outlined fair guidelines to process furloughs if they became necessary, but because we all supported our bargaining team, we won the guarantee to stop furloughs entirely. Our unity made the difference!

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 1-hour increments to lessen the impact on the patient check.
- 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.

## Who is in power matters!

We united to elect champions for working people, and because of our hard work, we elected a pro-worker majority in Olympia and protected our gains in safe staffing, benefits, and pay.

To continue protect our patients, ourselves, and our families, we must remain united to enforce our agreement and build our strength and power to improve future contracts:

Join the Healthcare Leadership Fund at [hlfseiu1199nw.org](http://hlfseiu1199nw.org)  
Register to vote at [olvr.votewa.gov](http://olvr.votewa.gov)

### THE OUTLOOK IN FALL 2020

“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 MASON, RCS



### POST-ELECTION IN 2021

“We were faced with hard choices to make, but we knew the work didn’t stop when contract bargaining was completed. We came together during difficult times and made sure we elected leaders that recognized the needs of working people and the safety of families and communities as the highest priority. Because of our unity and hard work, the furloughs are no longer in effect. The safety of the people we serve will not be negatively impacted by budget shortfalls because we elected leaders that recognized the importance of our work.”

-LISA MASON, RCS



**Vote!**

# Our unity brings big wins for workers & communities in 2021 legislative session!

Because of our advocacy on Lobby Day and our unity in our Healthcare Leadership Fund, the Washington State Legislature made huge progress on racial equity, police accountability, housing and climate action, behavioral health, childcare, a capital gains tax, criminal legal system reform, and many other areas during this year's three-month legislative session. Some of our major priorities that fared well this session:

## COVID protections:

Workers' compensation and unemployment insurance coverage for healthcare workers during the pandemic

Immigrant relief fund for those who can't access other forms of COVID relief

## Healthcare systems:

Our big health systems transparency bill made it to Governor Inslee's desk after just two years of advocacy!

## Behavioral health:

Authorizing and funding our groundbreaking, soon-to-launch behavioral health apprenticeships

And much more!

Learn about our 2021 legislative wins at [waleg.seiu1199nw.org/wins](http://waleg.seiu1199nw.org/wins)

scan this QR code with your phone camera!



## WHAT'S NEXT?

Building on our incredible gains this year, during the next legislative session we will focus on passing the Worker Protection Act to make our state's labor laws work for everyone. Talk to your delegate or organizers if you're interested in learning more or getting involved!

## OUR HEALTHCARE LEADERSHIP FUND MAKES A DIFFERENCE

"I donate to our healthcare leadership fund every month because I know it exponentially increases our strength as union members. When we can elect strong leaders to our legislature, we have leaders that hear our concerns and help us reach solutions. We knew at the bargaining table that the furloughs were bad for patient and community safety, but the budget demanded difficult decisions be made. Once we knew that the budget outlook had improved, we immediately began reaching out to our legislators to rescind the furloughs. Every election cycle we help elect new healthcare champions that listen to understand our concerns and recognize that we are essential healthcare workers that deserve the same respect and protections as our fellow healthcare workers across the state. I recommend everyone take part in not only donating to the HLF but also helping maintain positive relationships with our legislators." **Sharon Bethard, RN3 WSH**



## Holding Politicians Accountable through our Healthcare Leadership Fund

Because decisions made by politicians in Olympia and Washington, D.C., affect healthcare funding and our jobs, SEIU members get involved to hold politicians accountable on our issues. Through the Healthcare Leadership Fund, we're able to pool our resources to make sure we have elected leaders who fight for what's best for our patients and our families. None of us have the resources of a CEO, but together we have the ability to make a collective impact to win for our patients.

Join the thousands of 1199NW members who contribute to the HLF every month at this link:

[hlfseiu1199nw.org](http://hlfseiu1199nw.org)



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