



Our Tentative Agreement on Wage Increases Moves Us Forward

Make your voice heard with your vote. Cast your ballot this week!

Our actions and unity helped us hold management accountable, and because of that unity we were able to re-open our contract to bargain for wage increases for all of us. Besides winning an increase for all, we were able to secure a retention bonus for all employees hired as of July 1, 2021.

COME HEAR ALL ABOUT OUR AGREEMENT AND VOTE!



“We were limited on what we could bargain for at this session. While we know more work is needed to recruit and retain nurses across the state, we were able to negotiate across-the-board raises and retention incentives. Because it is important to meet the October 1st deadline for the supplemental budget, we need all of our coworkers to come to a meeting, vote yes on this agreement and to hear the plan for moving forward.”

Paula Manalo, RN3, WSH

JOIN US ON ZOOM TO HEAR THE DETAILS AND VOTE! THURSDAY, SEPTEMBER 30, 2021

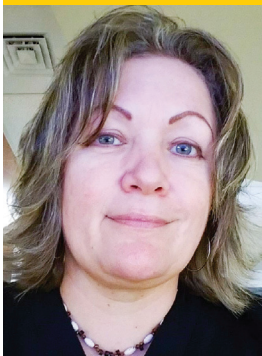
Zoom: <https://us02web.zoom.us/j/88275521782>

9:00-10:30 am
1:00-2:30 pm
7:30-9:00 pm



SCAN ME

WE ARE UNITED



“Management has offered to come back to the table in the next weeks to discuss more immediate solutions to the staffing crisis occurring in many facilities. Our team is committed to making sure that their solutions do not leave anyone behind. All of us have been putting in extra hours and work to meet the insufficient staffing levels we have worked with for years, and Covid-19 has clearly shown us with its addition to our workloads and mandates that we are all about to face even more critical staffing everywhere, not just at the larger facilities. We need all of our coworkers to stand with us.”

Lisa Tilley, RN2, Green Hill School



OUR BARGAINING TEAM IS COUNTING ON US TO JOIN AND VOTE

Troy Wasmundt, RN3, Naselle Youth Camp
Lisa Tilley, RN2, Green Hill School
Lisa Mason, MSN, RCS, Executive Board
Sharon Stephens, RN, BSN RCS
John Furman PhD, MSN, COHN-S NCQAC DOH
Debbie Carlson, MSN, BSEd, PMC, CPM, RN NCQAC DOH
Onnika Merkle, RN3, ESH
Paddy Carlson, ARNP, DDA
Jennifer Colbert, RN3, SCC

Sandy Fast, RN3, Lakeland Village
Marta Peetz, RN, Lakeland Village
Debbie Hawkins, RN3, WSH
Paula Manalo, RN3, WSH
Sharon Bethard, RN3, WSH, Executive Board
Paul Singh, RN3, WSH, Executive Board
Valerie Boyd, RN3, WSH
Sue McMinn, ARNP, DDA
Christopher Mitchell, RN2, FSCR

THE UNION DIFFERENCE IS MORE IMPORTANT THAN EVER



“During the bargaining session, we received emails from the Freedom Foundation and their ‘Opt Out Today’ website telling members how much their union dues could be invested in a retirement account. We know for a fact that without our solidarity and

strength in our collective unions we stand to lose a lot more than we gain by not paying dues. The Freedom Foundation has been trying for years to make us pay a much larger percentage of healthcare premiums, to decrease our wages, and to prevent our work that ensures nurses have a voice in staffing plans. They actively work against the legislation that SEIU members have worked for on staffing ratios, break relief, and mandatory overtime. When we all stand together, we have the power to make the legislature stop exempting us from these laws. We recommend everyone block communications from Opt Out Today.”

Onnika Merkle, RN3, FSU 3S1, ESH



“The last 18 months have confirmed nursing as the backbone of public health. The challenges presented to an underfunded and understaffed public health system have revealed a

stressed infrastructure. SEIU attempted to engage in good faith bargaining to temporarily address recruitment and retention issues. Unfortunately, the state’s lack of willingness to bargain and the minimal incentives offered will do little to affect a rapidly deteriorating situation. As a union our focus moving forward is to unite during next summer’s open contract bargaining discussions to stand up for quality healthcare, good jobs and social justice for all.”

John Furman, PhD, MSN, COHN-S
Nursing Care Quality Assurance Commission

Are you a member of our union?

One way to make sure DSHS, DOH and DCYF remain great places to work and to keep our union strong is by joining your coworkers and becoming a member. You can join SEIU Healthcare 1199NW by filling out an electronic card! joinseiu1199nw.org

SCAN THIS QR CODE with your phone camera to become a member! →



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Our Memorandum of Agreement on the Vaccine Mandate

To see the full MOU, visit 1199nwcovidresponse.org/vaccine →



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