

We're Energized and Ready for Bargaining in 2022! Standing united to win workplace improvements and a great contract

Our union team at DSHS, DOH and DCYF is going back to the bargaining table this year to negotiate a new contract, but it will take our collective input to prepare strong proposals that include all of our priorities for 2022. The first step to bargaining is coming together to find consensus on the improvements and wins we want to see in our next contract.

➔ **Be on the lookout for a bargaining survey in April, and talk to your co-workers about what our bargaining priorities need to be and what improvements we need to see in our next contract.**



“Having a union gives us the power and a voice in our workplaces to stand together

to advocate for our patients/clients and our families. Let's all stand together.” - **Fikirte A. Setargew, RN3, DDA RHC R02, Fircrest School**

Our unity at work is our union difference

Because of the strength of our unity across work sites, we've won improvements in our workplaces. In 2021 alone, we:

- ★ Won unprecedented mid-contract raises and retention bonuses
- ★ Boosted our member-led political action program to win additional funding, and to build upon the 3.25% raise bargained in summer 2021 to take effect in July 2022
- ★ With our actions, we moved management to rescind furloughs that were scheduled for the duration of the 21-23 contract
- ★ Won protections under our Covid Vaccine Mandate MOU and an additional personal leave day
- ★ Won extra duty language for ARNPs
- ★ Won travel protections for Nurse Consultants
- ★ Won improvements in preceptor programs for ALTSA Surveyors
- ★ Won protections for those doing federal surveyors when working with and training with contracted federal surveyors to catch up on backlogs and become certified
- ★ Soon to come: Winning four hours of charge nurse pay at WSH — look out for details!
- ★ **NEW!!** Blocked WSH plan to move RN3s to the floor to replace charge nurses

We'll be nominating and assembling our Bargaining Team and Contract Action Team in May.

Why do we need a strong Bargaining Team? Our bargaining team is made up of our co-workers — leaders and delegates who represent us across worksites and job classes to sit at the bargaining table and negotiate the best possible contract. We will reinforce our unity through workplace actions to show management that we stand with our bargaining team every step of the way.

We all have a say in who we want representing us at the bargaining table. If there is a co-worker from our facility that comes to mind who would be a great addition to our bargaining team, talk to a delegate or organizer.



Why do we need a strong Contract Action Team?

Our CAT is made up of co-workers who will be supporting the Bargaining Team at the table with actions at our worksites, such as surveys, petitions, phone calls, turnout to rallies and marches, and any other actions needed to win a great contract for us all. We win by encouraging ALL co-workers to participate in these collective actions together with our Contract Action Team and Bargaining Team.

“This year we have a great opportunity to improve our contract and make gains that improve our ability to recruit and retain nurses and keep our patients and ourselves safe. At our last bargaining session we rolled over the contract to prevent losses during a pandemic, now we need to stand together and fight for improved standards!” **Marta Peetz, RN2, Eastern State Hospital**



One Union, One Voice
We stand together across worksites in Washington state



- ★ Arlington
- ★ Bellingham
- ★ Buckley
- ★ Chehalis
- ★ Colfax
- ★ Everett
- ★ Fircrest
- ★ Fort Steilacoom
- ★ Kelso
- ★ Kent
- ★ Lacey
- ★ Lakewood
- ★ Lynwood
- ★ Medical Lake
- ★ Monroe
- ★ Mt. Vernon
- ★ Naselle
- ★ Seattle
- ★ Smokey Point
- ★ Snoqualmie
- ★ Spokane
- ★ Steilacoom
- ★ Tacoma
- ★ Tumwater
- ★ University Place
- ★ Vancouver
- ★ Walla Walla
- ★ Yakima



“Not only is it easier than ever to sign up with our union, it has never been more critical to show management we are united to protect our staff and patients. If you haven’t signed a card yet, do it now!” **Paula Manalo, RN3, Western State Hospital**

Are you a member of our union at DSHS, DOH and DCYF?

One way to make sure DSHS, DOH and DCYF remain great places to work and to keep our union strong is by joining your co-workers 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!



“Bring your voice to our bargaining table for yourself, your family and your coworkers. We have so much power together. As nurses, we need to be brave and united, and stand up for what’s right.” **Lisa Mason, MSN, RCS Licensor/Nurse Consultant, SEIU Executive Board Member**



Questions?

Speak with your delegates or contact your organizers:

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