

We're standing together to redefine the way we work and fighting for our work-life balance

Our unity at the bargaining table and in our workplaces gives us a voice to advocate for ourselves to reach parity with our fellow community healthcare workers. At our last bargaining session, we demanded that management recognize existing laws that protect safe breaks and overtime for nurses.



“We think it is imperative that Washington as an employer should follow the same laws as every other employer. Their refusal to do so is disrespectful and unjust.”

- **Onnika Merkle, RN3, 3S1 Eastern State Hospital**

We proposed:

- ✓ Uninterrupted rest and meal breaks
- ✓ To eliminate mandatory overtime
- ✓ Double time shift incentives to increase safety during critical staffing shortages
- ✓ Strengthening the JNSC's voice in all scheduling changes



“The post-COVID reality of healthcare and nursing is scary; we brought management the truth. What happens if one of our or their loved ones ends up in these facilities? I would hope it's not one nurse for 29 patients. We have all been in a clinic or hospital before and received good care. I cannot imagine being one of 29 patients assigned to one nurse. How can we or those we care for feel safe in those circumstances? We are working short every day; they know this is a problem but have failed to address it. The proposals we presented today work towards improving the ongoing staffing shortages.”

- **Becky Bailey, RN3, F6, Western State Hospital**

- ✓ For overtime-exempt nurses we proposed to do away with the 45-hour cap before you can accrue exchange time
- ✓ We proposed that exchange time accrues at 1.5 hours for every hour over 40 hours in a week
- ✓ We proposed to increase cap of exchange time from 80 hours to 240 hours

State management has required other healthcare employers abide by these common-sense safe staffing measures, but they won't follow the same rules themselves. That has to change.

Management's proposals take us in the wrong direction

X While they brought language to strengthen our union's presence in New Employee Orientation, they also rejected our proposal for contract specialists.

X They rejected our proposal for bargaining team members to be paid for bargaining, the same as they are all paid for bargaining time.

X They proposed language to weaken our unity and strength, including:

- Limiting our time to respond to changes
- Allowing them to make changes in emergencies without notification to the union
- Limiting who can attend bargaining meetings
- Limiting who can present union information to new employees



"We are in unprecedented times, it's time for unprecedented measures. Nurse staffing at Lakeland Village is dismal at best and we are forced to work multiple mandatory overtime shifts with poor compensation compared to other facilities, morale is scraping at the bottom of the barrel. Our nurses are losing hope and many have left because of this abuse, they don't see a bright future at Lakeland Village. Management has to acknowledge this and align nursing with present day reality."

- Sandy Fast, CMRN, Lakeland Village

Sign our unity petition!

The raises and bonuses we bargained are now in effect! But we need more than pay to meet our need for balance and safety. We are fighting for the benefits we know we and our patients deserve. What are you willing to do to win them?



1199nw.org/3xmtUnK

Our Next Bargaining Session with Management is July 27th, 2022