

We gave management the tools to make the State an employer of choice

**A competitive compensation package will recruit and retain
by treating employees fairly and providing solutions for safe staffing!**

We made it very clear to management that they need to work with us to fix the staffing crisis they got us into. **They have an opportunity to fix it. As nurses for the State, we have fallen behind our community counterparts and need to catch up in order to be fairly compensated.** Our proposals are an opportunity for competitive pay so we can recruit and retain quality employees to provide the best care and services to our patients and clients, and have a balanced and safe work environment for ourselves.

Our unity will show management that we are all behind our bargaining team and hold them accountable to do the responsible thing.

In order to address the staffing crisis in the State, and honor the contribution of all our nurses, our proposals from the last bargaining session included:

- ★ 10 range increases for all nurses in the chapter, effective July 1, 2023 (equivalent to more than 20% increase for everyone)
- ★ 2 range increases for nurses excluded in the range increase this year, effective July 1, 2023
- ★ 10% across the board (ATB) raises effective July 1, 2024
- ★ Raise all premiums
- ★ Additional 2 top steps
- ★ Fill in all steps so everyone can get a monetary increase every year based on our experience



“We want to be competitive with other community hospitals. For us to do that, we have to be compensated. If DSHS wants to be an employer of choice, they need to compensate us as high-caliber nurses in their recruiting and retention. If Western State Hospital wants to become a magnate hospital, then they need to pay nurses a competitive wage. That means higher wages, competitive shift differentials, and premiums that align with community hospitals. We need a wage increase for all nurses. Our unity can show management the way forward. I’m really excited about this proposal. Now, we need everybody unified for what we are bringing to the table. ‘Respect us, Protect us, Pay us.’” – **Paula Manalo, RN3, Western State Hospital**

Parity in compensation and respect for all nurses



“Unity means we are standing together and seeking parity for all nurses in our chapter. In 2022 some nurses received a 2 range increase from management while many of us were left behind. This bargaining team is negotiating parity for all nurses in our chapter. Management is trying to divide us but we as SEIU nurses are standing together. We are asking for increases that recruit and retain us and seeking parity for those left behind this year. Show management that we are standing together by signing our unity petition.” - **Tia Hallberg, Nursing Care Consultant, HCS Region 2**

**Sign our unity petition
to stand by our
demands in contract
negotiations here:**
<https://1199nw.org/3xmtUnK>



**Talk to your bargaining team
members to sign on to our
petition and find out what
other actions we need to take
to win our contract.**

continued on flip side

ARNP Articles

We proposed articles to address the needs of ARNPs in our chapter, including hiring more ARNPs, treating us fairly as providers, and making us whole from previous bargaining.



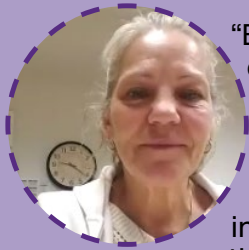
“As an ARNP, I’m a nurse before anything else, I couldn’t do what I do if I wasn’t a nurse. We as ARNPs deserve recognition and equality along with the rest of the nurses in our chapter. We provide the same quality care as other providers and we deserve the same treatment, respect and equality. Why are we treated differently than other providers at our hospital? Management can show they respect us as nurses and providers by answering our demands for better ARNP staffing, providing parity with other providers, and compensation packages that will keep ARNPs with the state.

There is an unwritten practice that our facilities have been limited in the hiring of ARNPs as providers. There is a shortage of psychiatric providers in the state, and due to vacancies the state is using far more expensive locum providers. We are all in this together to serve the patients medically and psychiatrically. We as ARNPs are a part of the solution to this staffing and care shortage and we need management to work with us to ensure there are enough providers and address this care crisis.”

– Jennifer Drake, ARNP, Western State Hospital and Fort Steilacoom Competency Restoration Program

Probation and Investigations

Our team proposed articles to address unfair probationary extensions and investigations, to create a fair and respectful workplace for us as nurses.



“Being accused and investigated for misconduct puts a huge stress on nurses both emotionally and physically. As nurses, we understand this and we put together a proposal requiring management to be more forthcoming and more timely in the initial fact finding and more respectful of us during the entire investigation process. This means appropriate reassignment duties that recognize our skills and licensure as RNs. We have proposed a team made up of union members and management to work together in deciding which issues are appropriate for investigations/reassignments or corrective action at the supervisory level. Show management we need them to take these demands seriously by signing our unity petition.”

– Marta Peetz, RN2, Eastern State Hospital

Welcome!



**Our strength is growing!
Welcome Caroline Mutua
and Jennifer Drake to our
Bargaining Team.**

Our Bargaining Team:

Member Name	Worksite	Title	Member Name	Worksite	Title
★ James Knight	CSTC	RN2	★ Sharon Stephens	RCS Region 2	NCI
★ Lisa Tilley	DCYF Green Hill	RN2	★ Becky Bailey	WSH/CFS	RN3
★ Troy Wasmundt	DCYF Naselle	RN3	★ Debbie Hawkins	WSH/CFS F5	RN3
★ Paddy Carlson	DDA/ARNP	ARNP	★ Marivic Dellinger	WSH/CFS	RN3
★ Sue McMinn	DDA/ARNP R03	ARNP	★ Paul Singh	WSH/CFS	RN3
★ Marta Peetz	ESH/APU	RN2	★ Paula Manalo	WSH/Civil	RN3
★ Onnika Merkle	ESH/FSU	RN3	★ Sharon Bethard	WSH/Civil	RN3
★ Jevahly Wark	HCS Region 3	NCC	★ Amy Robertson	Fircrest	RN2
★ Tia Hallberg	HCS Region 2	NCC	★ Benson Omotuyole	Fircrest	RN2
★ Sandy Fast	Lakeland	RN3	★ Caroline Mutua	FSCR	RN2
★ Kelly Temby-Sturtevant	RCS Region 1	NCI	★ Katie Davidson	FSCR	RN2
★ Shawn Swanstrom	RCS Region 3	NCI	★ Jennifer Drake	WSH (Civil)/FSCR	ARNP

Our next bargaining is August 11