

## The Fight Goes On for Our Proposals that Uphold Our Core Values

At the bargaining table, management was not receptive to our bargaining proposals and turned down most of our proposals we have spent weeks working on. They don't seem to understand where we are coming from and what is happening in our worksites, We have given them the tools to ensure workplace safety and make DSHS an employer of choice and they are not using them. So much is necessary for adequate, safe staffing and recruitment and retention; workplace safety cannot wait. We need to stand together now - talk to your bargaining team members about what is next and be ready to take action.

**SITUATION:** We as a bargaining team met with management on August 11 to hear their responses to our proposals on the following articles:

<b>Non-discrimination</b> – improving language to provide protections against harassment, bias, and discrimination	<b>REJECTED</b>
<b>Hours of work</b> – addressing the 45 hour work week for overtime exempt employees	<b>REJECTED</b>
Guaranteed uninterrupted rest and meal breaks	<b>REJECTED</b>
<b>Joint nurse staffing committee</b> – strengthening language to respect the work of the committee and have their plan put forward to the legislature	<b>REJECTED</b>
<b>Hiring &amp; appointments</b> – creating guidelines for probation periods and circumstances for extension	<b>REJECTED</b>
<b>Management rights</b> – removing reductions in pay from discipline actions	<b>REJECTED</b>

### BACKGROUND:

We surveyed staff to determine priorities for this bargaining session and spent hours of our own unpaid time creating thoughtful proposals based off what our coworkers identified. We have presented proposals designed to increase job satisfaction, improve safety and quality patient care, and increase recruitment and retention of staff within DSHS, DOH, & DCYF.

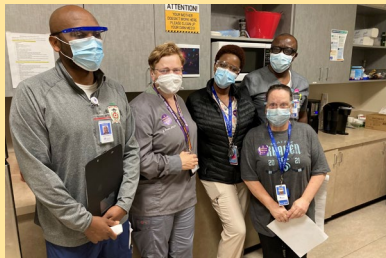
### ASSESSMENT:

The management team displays a resistance to change as evidenced by repeated rejection of calls for collaboration and improvement. They are not currently receptive to the bargaining team's attempts to provide solutions for the current staffing crisis, unsafe workplaces and low morale in the workplace. They present with flat affect, zoom screens turned off, stiff posture, lack of empathy for staff, and a marked disinterest in upholding the mission statements of their respective agencies.

### RECOMMENDATION:

We know it's by taking action that we have won great contracts in the past and it is how we will win the best contract this time, as nurses must continue to come together to show clear, united, and decisive action to show management that we need them to recognize that our knowledge and experience is crucial to helping them make the state an employer of choice.

### We showed our unity



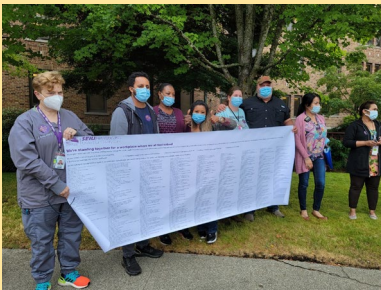
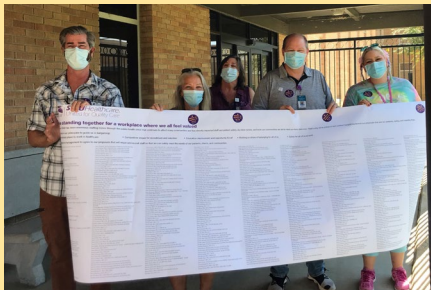
An overwhelming majority of our coworkers signed the unity petition to show management we support our bargaining team's proposals. We know that we deserve better, and we have the experience needed to provide solutions to the staffing crisis.

continued on flip side 

## We showed our unity (continued)



“Me and many of our coworkers delivered our unity petition throughout the state and told management representatives If they want our organizations to be an “EMPLOYEE OF CHOICE” they as our leadership need to meet us halfway and bargain with us in good faith and support our proposals that will bring solutions to the staffing crisis we are facing. We must stay unified and show management we are ready to stand for our values” - **Marivic Simon-Dellinger, WSH/CFS RN3**



Governor Inslee heard our concerns about mandating vaccine boosters and removed that proposal from consideration.



“ESH has hired large numbers of agency nurses as a short term solution to a long term staffing problem. Our bargaining team provided proposals that not only help to create long term solutions to our staffing issues, but increase safety for patients and staff. Our proposals move us all towards actually meeting our agencies’ mission statements. It is disheartening to hear that management is rejecting and seems indifferent to working towards collaborative solutions.” - **Angela Looft, RN2 Float, ESH**

“We are here, we’ve been here, we enjoy what we do, we have been faithful, we have stayed through the pandemic through the others offering more money, through everything that has been going on, we are committed to the populations we work with. We are reaching a point where we have coworkers saying: when do we get some recognition in return? The things we are asking for - like education, wage and premium improvements, these are the things that make nurses want to come work here. These are the things management needs to agree to if they truly want to make DSHS become that workplace of excellence.” - **Sandy Fast, CMRN, Lakeland Village**



“Right now this is not a negotiation, it’s one side against another side. Management is not engaging, not asking questions about our proposals or even trying to understand our requests. There’s zero dialogue, management is not bargaining in good faith - rejecting our proposals out of hand is not valuing us. We need management to respect us and meet us halfway.” - **Jevahly Wark, NCC HCS Region 3**

## We will be reaching out with action plans.

Please update your membership information and make sure we have a current email/cell phone #

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

We know we are stronger together and that every voice matters. If you haven’t already, sign your membership card and stand with your coworkers to continue to make DSHS DOH a great place to work!

[joinseiu1199nw.org/](http://joinseiu1199nw.org/)

Scan this QR code with your phone camera to access the digital membership card

