

We ratified our 2023–2025 contract!

We took action through purple ups, sticker ups, action votes, emails, and sending a legislator letter. **When we stand united we win!**



“We as a bargaining team are grateful to our coworkers that responded to our requests for action including signing petitions, wearing purple, marches on the boss, and emails to the agency secretaries. These actions helped move management to bring real recognition of our work in the form of improved contract language and raises. We need to continue this momentum we have created to continually improve our contracts and work standards.” - **Marta Peetz, RN2 3S1, ESH**

Recruitment and retention of our coworkers

All of us will be getting a 17-22% increase over the two years of our next contract! This includes 5% Facility premium pay for those that work in person at 24/7 facilities, parity increases in range increases for those left behind by management this year, and a 3% across the board increase for all of us in the second year of our contract.

Job Class	July 1, 2023 wage increase	July 1, 2024 wage increase	Total contract life wage increase
Advanced Registered Nurse Practitioner	19% in 24/7 facilities 14% if not in 24/7 facility	3%	22% 17%
Advanced Registered Nurse Practitioner Lead in 24/7 facilities	19%	3%	22%
Clinical Nurse Specialist	19%	3%	22%
Community Nurse Specialist	19%	3%	22%
Nursing Care Consultant	14%	3%	17%
Nursing Consultant, Institutional	14%		
Nursing Consultant, Public Health	14%	3%	17%
Nursing Consultation Advisor	14%	3%	17%
Registered Nurse 1	14%	3%	17%
Registered Nurse 2	14%	3%	17%
Registered Nurse 3	14%	3%	17%

We will also receive a \$1,500 retention bonus for those working from July 1, 2022 until July 1, 2023, on top of the second half of our \$2,000 retention bonus for those of us who began working at the state on or before July 1, 2021.

Increases to our premiums to align with area hospitals and facilities

	Current Premium	New Premium on July 1, 2023
Evening & Night Shift	\$1.50/hr	\$2.50/hr
Supplemental Shift	\$1.00 /hr	\$1.50/hr
Weekend Shifts	\$3.00/hr	\$4.00/hr
Charge Nurse	\$1.00/hr for full shift only	\$1.00/hr for 2 or more hours as charge
Preceptor	\$1.00/hr	\$1.50/hr

Support for continuing education to ensure nurses have the tools they need to transform lives

We doubled the education funding from \$500 per year to \$1000 per year for every RN, and included payment for board certifications. \$2500 one-time certification pay for ARNPs in BHA.

Safety in our workplaces

- ★ We won a workgroup on Breaks, Leave, Attendance and Overtime for our 24/7 facilities to address ongoing issues within our facilities on Mandatory Overtime usage, employee work/life balance, being able to take our full meal and rest breaks and alternate and part time schedules. Connect with your bargaining team members if you are interested in this Committee.
- ★ We won meetings with management to work collaboratively on the current issues with investigations and alternate assignments in DSHS. Management has acknowledged that we as Nurses are licensed professionals and they must be mindful of making appropriate alternate work assignments. Get in touch with your bargaining team members to be involved in these discussions.
- ★ Nurses assigned to Labor & Industries Risk Class 7200 or 7201 on July 1 of each year will receive a payment of \$500 annually.
- ★ Emergency Staffing Overtime Incentive. Prescheduled shift incentives at our 24/7 BHA and DDA facilities of 3 hours straight time pay on top of our overtime, beginning immediately and running to July 1, 2023. Talk to your managers to see if prescheduled emergency staffing incentive shifts are being offered at your facility and when.
- ★ Booster bonus instead of Booster requirement. Nurses who voluntarily provide their employer with proof of up-to-date COVID-19 booster vaccination, including any boosters recommended by the CDC at the time proof is provided to the employer, between January 1, 2023, and December 31, 2023, shall receive a one-time lump sum payment to be paid no earlier than July 25, 2023.

“Winning the LNI pay and incentive pay to reduce mandatory overtime will be a huge relief for our nurses. To see that management finally agreed to utilize this tool that has become common practice in our area and we have been asking them to try throughout the pandemic is a win. To have people rested and ready to work increases safety for all of us and our patients.” - **James Knight, RN2, CSTC**



We won better healthcare premiums by unifying with state employee union members across the state!

As state employees, we have a voice in our healthcare benefits by bargaining them in coalition with the Public Employees Benefits Board (PEBB). This year, our own union President, Jane Hopkins, led a coalition representing over 100,000 union state employees to win the most significant improvement to our healthcare benefits in years. Here are the highlights of our new agreement:

- ➔ Premiums will decrease for all state employees for all healthcare plans and for all tiers of coverage starting in 2024
- ➔ Maintain 85% of healthcare premiums paid for by the State
- ➔ Increased the salary threshold to \$60,000 eligibility to receive the Financial Savings Account allotment of \$250/year
- ➔ There are some changes to the insurance plans that will stabilize the health copays for all members. There are increased benefits in our some of the uniform plans

“We maintained our current premiums in increased benefits for coworkers that struggle to meet their deductibles. This goes a long way to creating greater access to healthcare in Washington state. In addition to preventing increases in the percentages of our premiums, we were able to negotiate language that stabilizes out of pocket costs for members and increases benefits for some plans. This is a win for all of us, our fellow union members, and our families.” - **Paul Singh, RN3, CFS WSH**



Our next steps: Securing legislative funding for our contract and staying strong to make sure our new contract is implemented!

Now that our contract is bargained, it must be funded by the legislature. We need to have the right people in office to fund our contract.

We knew going into the last elections that we needed to get the right people in office to fight for the needs of healthcare workers. Legislators that we endorsed and helped to elect supported us in our contract fight this year, including writing a letter to management letting them know how valued we are as state workers. **We need to keep people in office who will support us - join an upcoming Labor Neighbor Canvass in your area!**



<https://bit.ly/3agbn5d>

We have won our new contract, we need to make sure all the new changes are implemented. The strength of our union is directly connected with our membership strength. Join us by becoming a member if you are not yet one by using this QR code.



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