

A Legacy of Unity, Strength, and Workplace Standards at DSHS/DOH

Investing in our strength as a union is the only way to continue to take on large healthcare systems and the executives who run them, to keep standards high, and to ensure we're a union where every member belongs and thrives.

▶▶ Our story of union strength

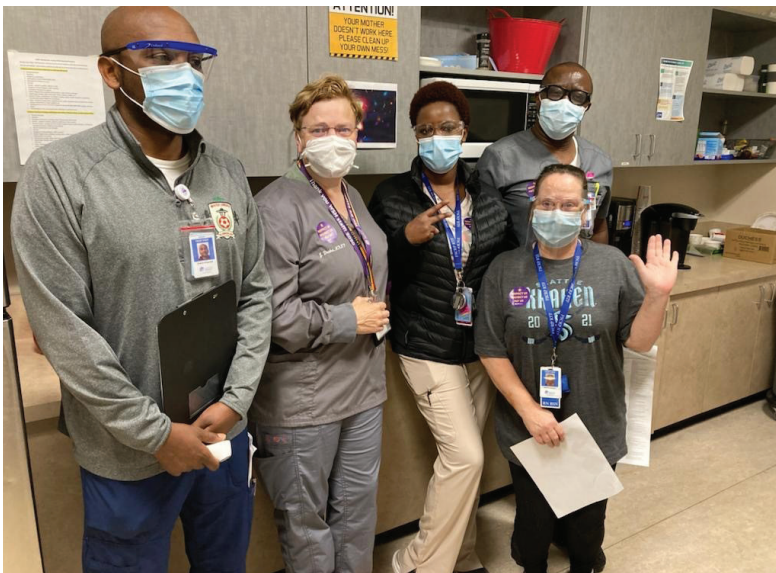
Our strength and solidarity as a union is the only way we've won gains. Together, we've:

- ✓ Rallied in downtown Spokane
- ✓ Held rallies and sign waving at Western State Hospital
- ✓ Educating the community on safety concerns
- ✓ Participated in weekly purple-ups
- ✓ Took action on legislators and lobbied in Olympia



“We as union members are aware that inflation has impacted our cost of living, and we bargain for increase in wages and benefits to compensate for that. Now it is the time to look at how increased costs are impacting our union strength and make the necessary changes in order not to lose our strength and continue to grow. I encourage everyone to speak to their delegates about the plan created by our elected executive board and vote yes to increase our ability to maintain and increase our collective strength as we move our union forward for ourselves and future generations.” **-Benson Omotuyole, RN2 Fircrest School**

“I want to remind everyone that the work we do as a union is important, it matters. All of the thing that we enjoy about working at WSH, like our medical insurance, our ability to speak up and feel protected, didn't fall from the sky. They were fought for and won because we have a union! For me when I started as an RN, I didn't have to start at the bottom, I was given credit for 5 years experience at the hospital. I just thought that was normal, until I learned it was our union that fought for that credit.” **-Aboubacar Sidibe, BHA MHD WSH WARD C-1, Night Shift**



▶▶ The union difference at DSHS/DOH

Our Wins

- ✓ Education money
- ✓ 12-hour shifts improving work/life balance
- ✓ 24/7 facility premium
- ✓ Expanding behavioral health care in Washington
- ✓ Expansion of staffing committees
- ✓ Protections and expansion for remote workers
- ✓ Assault pay
- ✓ Large wage increases including 27.5% 8% and 17% in our last couple of contracts



“In the last contract bargaining session we agreed to several workgroups in hopes management would work collaboratively with us to create a safer and improved patient care and work environment. Unfortunately, we have found management to be unwilling to bring any solutions to the table or to make any movement on any solutions we bring. As we are rapidly approaching our next contract bargaining sessions we need to come together and show our strength like never before to make sure we get the gains we need and prevent any losses to our contract protections.” -**Caroline Mutua, RN2 Maple Lane RTF Columbia Cottage**

“We have worked hard as a union to win improved staffing laws that impact healthcare workers across the state of Washington, laws that no longer separate our state hospitals from standards that are expected in community hospitals. We now have parity in enforcement and accountability of the plans created by our multi union staffing committees at our state hospitals. This means that whatever plan we as members of the staffing committee create must be put into action. Our voice in creating safe staffing and accountability to that plan is the strongest it’s ever been!” -**Marta Peetz, Eastern State Hospital, RN3 3S2 Mary Arnold, Dietitian and Diabetes Educator, CC**

