

WE'RE WINNING ON OUR RACIAL JUSTICE VALUES IN 2024

The impacts of escalating actions and collective bargaining have been so significant that we are seeing positive improvements even before our contract takes effect in July of 2025. These efforts have led to recognition of our experience and value in the workplace. The momentum generated by our collective actions has set a precedent and is paving the way for a stronger future for all.

Many of us bring nursing experience from outside the US that adds incredible value in the workplace and has not been historically recognized by the state of Washington as an employer. At the bargaining table, we had many discussions about how the employer has placed nurses on the pay scale incorrectly, inconsistently and in an inequitable manner in regard to credit for past experience and not recognizing the actual value and experience nurses bring from outside of the United States.



"It really made me happy when I attended the ratification vote meeting and heard about the bargaining team's effort to have members' complete experience recognized for placement on the pay scale. I did not understand the employer's stance that only my experience from working in the US counted when I wouldn't have been able to even get a nursing license in Washington without my education and experience in India. The Washington Board of Nursing evaluated all of my education transcripts, degrees, and experience from my home country and determined it was all appropriate towards licensure as an RN in Washington, yet the state as an employer refused to recognize that experience when I was hired as a nurse consultant. I have requested that my local HR reevaluate my experience and provide all the same documentation provided to WABON when I moved here, and now my step placement will be readjusted back to my date of hire to include all of my nursing experience! I am so grateful, this wouldn't have been possible without my union." **-Nareet Bajwa, RN, NCI**

Our members at DOH clarified the process – the WABON Department of Education evaluates all out-of-country nursing experience and education submitted prior to issuing a Washington state RN license. If you have been through this process and had your time working as an RN outside of the United States evaluated and recognized as comparable to experience within the United States, then you should be getting credit for this time reflected in your pay step! Please reach out to your organizer or delegate to initiate the process.

WE'RE HEADING TO OLYMPIA FOR LOBBY DAY ON JANUARY 23!



We need a state budget that works for state workers! We're going down to Olympia to continue to advocate for ourselves and make sure our contracts get funded to ensure we have a voice in our workplace. Talk to your organizer if you're interested in attending.

NEXT STEPS

Join the Healthcare Leadership Fund to ensure we elect the right leaders who will stand with healthcare workers.



hlfseiu1199nw.org



"In order to win on our values as a union, such as safe staffing and wages that recruit and retain, we need to elect leaders nationally and right here at home in Olympia who support us! We need to be ready to show up in large numbers to Olympia this year and speak directly with our legislators about the issues we are facing in the state of Washington." **-Onnika Merkle, EHS**



"We know that there is a lot of work that needs to be done in Olympia to ensure that our contract is funded and our laws are fixed so that we are treated with the same rights as other healthcare workers. That is why everyone should give to HLF and join us at Lobby Day!" **-Paul Singh, RN 3, WSH**