

WE VOTED YES ON OUR PRIORITIES AND WE ARE BRINGING THEM TO THE BARGAINING TABLE

We're standing united for a workplace where we are all respected

When we stand together in our union, we win.

In our 2024 negotiations we WON:

- Wage scale adjustment of 2.5% for EVERY JOB CLASS in our union on July 1, 2025, plus a 3% across-the-board wage increase in 2025 for minimum of a 5.5% wage increase for EVERYONE!
- Fought back and won the 5% 24/7 facility premium pay for all base hours!
- An additional 2% increase July 1, 2026
- Expanded bereavement to 5 days and expanded definition of family/household member/expectation of care qualifiers
- 3 rest breaks for members working 12-hour shifts
- AND More!

We won by staying united and taking action!



This year we are READY to WIN a contract with:

- Wages for recruitment and retention of our coworkers
- Job security
- Respect
- No takeaways!

Our proposals are based on:

- Bargaining surveys from our coworkers
- SEIU Healthcare 1199NW standards from area hospitals
- Standards at other facilities in the area
- Our experience as delegates workplace leaders and members of UMCC and Staffing Committees
- Our priority vote meetings

Our Bargaining Team

WSH • Aboubacar Sidibe • Rebecca Bailey • Sharon Bethard • Paula Manalo • Debbie Hawkins • Theresa Dupuis • Daniel Hughes	DCYF • Troy Wasmundt • Emily Boniface • Leanne Miller	Maple Lane • Caroline Mutua • Asia Lowden • Trula Mullins • Dara Bernal • Megan Sprouffs • Sena Kim	OHBH • Caleb Tadesse • Mandeep Grewal
Fircrest • Benson Omotuyole • Amy Robertson	Eastern State Hospital • Onnika Merkle • Kara Schirmer	Rainier School • Katrina Castro • Nicole Charley	CSTC • Helen Neville • Lisa Johnson
Steilacoom unit • Jenn Drake	Lakeland Village • Michelle Erdem • Emily Wheeler	RCS • Lisa Mason • Nikolas Jennings	WMS • Jevahly Wark



"A lot of us have been here before, some of us it is new. It is really important that we look out for each other, listen to each other, and remain strongly unified."
— **Onnika Merkle, RN3, ESH**



"Our proposals are based on respecting the dignity of the work we do. Money is important, but so is respect. We need to fix what is broken so that we can all continue to work with pride for the patients we serve."
— **Benson Omotuyole, RN 2, Fircrest, Executive Board Member**



"We have seen what happens when management takes advantage of vague language in our contract, but we also know that when we stand together we can win. When members engage in the process we can win a contract that meets all of our needs. Our membership is our strength! Sign your membership card today! Let's stand together and make our union stronger!" — **Caroline Mutua, RN2, Maple Lane, Executive Board Member**



"Our members are excited for bargaining and ready to step up. We know that big decisions are getting made at the state and we need to be part of those decisions! We know we can win big at bargaining when we are united!" — **Aboubacar Sidibe, RN3, WSH Executive Board Member**

Become a Member Today →

Strong and united membership gives us the power to win big.



joinseiu1199nw.org



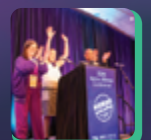
2026 Nurse Alliance Conference

RNs, LPNs, and NPs across our union came together in Seattle on May 7 for our second ever Nurse Alliance Conference. We spent the day connecting, learning, and building our power. We heard from keynote speaker Nurse Alice Benjamin and union president Jane Hopkins, shared our stories, built relationships, dug deeper in workshops, and came together to celebrate Nurses' Week at evening social hour.

We're building something strong for each other, our patients, and the future of nursing.



"With the Nurse Alliance, we are building a community of nurses who promote a healthier, happier, diverse workforce; healthier patients; and who are politically empowered and engaged to change the face of healthcare. We are developing a racially just nursing workforce that creates space for resources, educational support, mentoring, and financial support. Let's celebrate our roots as nurses united in 1199NW, reflect on how much we have grown, and lead the way forward!" **Jane Hopkins, RN, President of SEIU Healthcare 1199NW, Chair of the Nurse Alliance**



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