

The state cannot try to balance their budget on our backs: *We are standing up and fighting back!*

The State of Washington relies on us to care for the most vulnerable populations. They cannot try to balance their budget crisis by underfunding critical behavioral health workers!

During the latest round of contract negotiations, management proposed **zero percent (0%) wage increases for each of the next two years of the contract.** This proposal would mean that we will receive **no wage increase** despite the rising costs of housing, groceries, transportation, healthcare, and other everyday expenses. Managements proposal is more than a wage freeze—it is a step backward.

Our bargaining team made it clear that this proposal does not recognize the hard work, dedication, and value that we bring to the workplace every day. We continue to advocate for a fair contract that includes not only competitive wages and improved workplace conditions.

Our Union Vision for the State

- Wages to recruit and retain great coworkers
- Job security
- Stronger layoff protection
- Fairness and equity with State Laws
- Protection against AI
- Strong staffing committees at EVERY 24/7
- A voice in Olympia where decisions are being made
- A strong union voice in our workplace
- Respect for all members at every shift and every facility



"We are fighting for a contract where everyone is respected. The state calls on us when the world is crumbling, but when it comes time to respect our rights and pay us fairly, they make exceptions. Management needs to respect everyone in our union! We are making sure that it doesn't matter which facility you work at, we all deserve a workplace where we can thrive." **Dara Bernel, ARNP, Maple Lane**

What This Means

- DSHS is proposing 0% wage increases in Year 1 and Year 2 of the contract.
- Wages would remain frozen for the next two years
- Eliminating the standby premium ignores the sacrifices we make while being readily available to report to work
- Rejected our proposals for stronger layoff protections



"We were told zero! Zero! Nada, nada, no increase, for the next two years! That is our employer's way of appreciating our hard work and commitment to providing excellent care for the most vulnerable people in our community. We love our clients and we are happy to support them against all odds, but a zero increase for two years is not acceptable in this economy where prices have gotten so bad, affecting every worker! We can't be taking care of our patients while getting zero in return and falling further behind in our obligations and responsibilities to our families and society at large. We are taking action to win a fair contract!"

Benson Omutuyole, RN2 Fircrest



"We tried to put in stronger protections for layoffs and how they were going to be arranged going forward so that it wasn't such a mess like it was the most recent round. I know many people who were affected by those layoffs. Management rejected literally all of that. We are not going to accept that! We are going to fight back until we get a fair contract for everyone!" **Nikolas Jennings, NCI, RN**

Our unity and solidarity are critical

We are already taking action around the state! We will not settle for less than we deserve.

Our very own **Caleb Tadesse, RN** from **Olympic Heritage Behavioral Health** won Nurse of the Year for his dedication and commitment to his coworkers and community!

What's Next?

Negotiations are ongoing. Your bargaining team remains committed to winning a fair contract that compensates us fairly and addresses our priorities. Stay informed, attend union meetings, and take action when your bargaining team calls for it.

When we stand together across DSHS, we are stronger at the bargaining table.

The strongest message we can send is our unity. Become a member of our union today:



Watch out for bargaining updates and stay informed as bargaining progresses. You can stay informed through our new union app too!



APPLE **GOOGLE**

Upcoming bargaining dates: August 13, August 19, September 3, September 10, September 17 and September 22