

## MANAGEMENT'S PROPOSALS WOULD MOVE US BACKWARDS WITH POVERTY WAGES

We are united for a future at DSHS/DOH/DCYF where we can recruit and retain great coworkers and have safety and respect in our workplace. However, management has a different vision. At our last bargaining session management proposed ONLY a 1% cost of living increase in 2025 and NO across the board increase in 2026! The work that we do is essential, and we know that the state can do better!

### OUR BARGAINING TEAM'S VISION TO RECRUIT AND RETAIN: WAGES THAT RESPECT OUR SERVICE AND SENIORITY

- ✓ Members able to take their vacation and have a work life balance
- ✓ Fix the investigation process so members aren't left wondering for months whether or not they will return to their position
- ✓ Full time benefits for members working 12 hour shifts
- ✓ Ensuring we have a safe work environment
- ✓ Holding management accountable on their equity, diversity and inclusion commitment
- ✓ Wages that respect our years of service

### MANAGEMENT'S VISION TO RECRUIT AND RETAIN:

- ✗ 1% Raises in 2025
- ✗ 0% raises in 2026



"Management's wage proposal is unacceptable! There is a saying, 'it is he who wears the shoes who knows where it pinches.' We need wages that respect those of us who have dedicated ourselves to this work. It's time to take action to win fair wages for ourselves and our coworkers!"

**-Benson Omotuyole, RN, Fircrest**

"This notion that they don't have money to pay us a living wage is unacceptable. We are saving the state millions in Trueblood fines while they spend millions on travelers. The state needs pay us the wages we deserve!"

**-Brian May, Maple Lane**



# SIGN OUR UNITY PETITION!

In order to move management in the right direction we need to take action. We know when we take action, management listens. We need to show DSHS that we are one union and that we deserve better. If you haven't done so already, sign our unity petition. The petition is one way we can show our unity!



Scan here & sign the petition

[1199nw.org/3VwSkse](https://1199nw.org/3VwSkse)

## WHEN WE VOTE, WE WIN!

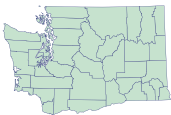


"In order to win and get safe staffing and wages we need to elect leaders who support us! We need to be ready to vote and knock doors to elect candidates to make sure we have the right decision makers in Olympia."  
-Onnika Merkle, EHS



# WASHINGTON

6 AUG 2024  
WASHINGTON



# VOTES

WE VOTE FOR UNIONS.  
WE VOTE FOR STRONG CONTRACTS.  
WE VOTE FOR OUR DEMOCRACY.

- ✓ When we come together and VOTE, we can elect representatives who will champion our issues by standing with us on the picket line and in the halls of our legislature!
- ✓ Ballots must be postmarked by August 6th or dropped in a ballot drop box by 8pm.

See who your coworkers interviewed and endorsed for healthcare workers:



<https://endorsements.seiu1199nw.org>

SEIU Healthcare  
1199NW | United for Quality Care

**TUESDAY, AUGUST 6**  
Primary Election 2024

