

# We Won't Stand for Takeaways! DSHS Can Do Better

Our unity and actions are working! We are fighting for our futures as state healthcare workers, but management wants to take away benefits that we've already won. They proposed taking away our 5% 24 hour premium while only giving us a 2% wage increase in 2025 and 1% in 2026! This is unacceptable. Through our collective action and willingness to take action, we've moved management from 1% in the first year and 0% in the second to 2% and 1%. There's more work to be done.

We are fighting for a contract with fair wages, racial justice, respect and safe staffing at ALL of our worksites. Our proposals include an 8% across the board wage increase each year of the contract, while also removing ghost steps which will guarantee no matter what step you're on the wage scale, you will see an increase each year. We want to make sure our ARNP coworkers feel valued and respected for the work they doing by ensuring they have equitable wages and compensation for their hard work. We are not interested in moving backwards and neither should DSHS. That is why we are taking action across the state to show our unity and that management knows we will not stand for take aways from our contract!



Not only have we been stickered up across the state, but also a supermajority of us marched on the boss and delivered our unity petitions to our CEOs while our coworkers were at the bargaining table! We showed our strength and unity at the bargaining table, and at Eastern, Western, Rainier Schools, OHBH, Maple Lane and Steilacoom. This is only the beginning, and we need to all be ready to take further action to win on our priorities and values.



“It was important for us to deliver our petition and show our support for the bargaining team! We can not accept what management is offering. We work very hard and it’s important to nurses at Fircrest and everywhere that we win a contract that shows us respect!” **-Etsegenet Mengesha, RN2, Fircrest School**

# What's next?

Your bargaining team is meeting to discuss next steps and where we go from here. If management does bring real solutions to the table, we will be holding action votes soon to take this fight to the community. We know our community will stand with us in this fight to respect us, protect us and pay us.



“The state is offering us 3% with one hand and taking away 5% with the other, in the same way that they call nurses heroes with one side of their mouth and cry poor with the other. We are fighting for a REAL wages scale. Right now, after you reach 12 years at DSHS an RN will only see 4 step increases every 14 years. We are proposing REAL wage increases and step increases for everyone, EVERY year of the contract!”

**-Paul Singh, RN 3, WSH**

“Their math is not mathing! They are offering to give us 3% and then TAKE AWAY 5%! Management is trying to milk a bull, and we won't take it! That's why we need you to continue to take action and be ready for further action when the bargaining team feels it's right.”

**-Caroline Muta, RN 2, Maple Lane**



“We cannot accept what management is offering! I'm worried that we aren't going to keep coworkers or recruit new nurses to do this vital work. We know how to fight and we are going to fight for what we are owed!”

**-Mandeep Grewal, RN 3, OHBH**

“We care for the most vulnerable Washingtonians and we do darn good work. What we need to focus on is the common goal in the work force. We need real wage increases with fairness and equity for our ARNPs. It makes clinical sense and it makes economic sense.”

**-Jennifer Drake, ARNP, FSCR**



## We reached an agreement on our PEBB Healthcare Bargain!



Through our unity with other unions, we were able to make improvements to benefits and maintained our 85/15 split of the monthly premium for the self-insured Uniform Medical Plan (UMP) Classic for each bargaining unit employee eligible for insurance each month, as determined by the Public Employees Benefits Board (PEBB).

The FSA offer by the employer will increase from \$250 - \$300 and the income threshold to qualify for the FSA increased from \$60,000 to \$68,004.00



“I think the healthcare agreement we reach is superb! We ensured that we did not have to give up anything and made sure that our most vulnerable coworkers were protected.”

**-Onnika Merkle, RN 3 ESH**

## Join our union! We are stronger together!



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