

SEIUHealthcare United for Quality Care

DSHS DOH DCYF December 12, 2024

WE'RE WINNING ON OUR RACIAL JUSTICE VALUES IN 2024

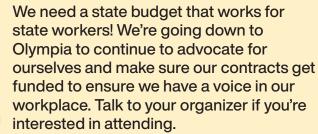
The impacts of escalating actions and collective bargaining have been so significant that we are seeing positive improvements even before our contract takes effect in July of 2025. These efforts have led to recognition of our experience and value in the workplace. The momentum generated by our collective 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 unequitable manner in regard to credit for past experience and not recognizing the actual value and experience nurses brings 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 outof-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.

E'RE HEADING TO OLYMPIA FOR OBBY DAY ON JANUARY 231



NEXT STEPS

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







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

www.seiu1199nw.org - 1-800-422-8934

Follow us and be part of the conversation @SEIUHealthcare1199NW seiu1199nw.org



