



STATE OF WASHINGTON
DEPARTMENT OF SOCIAL AND HEALTH SERVICES
Behavioral Health and Service Integration Administration
PO Box 45050, Olympia, WA 98504-5050

April 28, 2015

██████████
Western State Hospital
9601 Steilacoom Blvd SW
Lakewood, WA 98498

Sent via e-mail

Subject: Notification pursuant to RCW 41.06.142.

Purpose of this notice

Under certain circumstances, state law provides that when a State agency such as the Department of Social and Health Services (DSHS) determines that it is necessary to seek out contractors to perform work that is generally performed by State employees, notice and an opportunity to respond must be given to those employees who perform the work that is subject to such a contract. I am writing to inform you of DSHS's intent to contract with locums for patient care at Western State Hospital beyond the period negotiated earlier this year with your Union. As with the negotiated agreement, DSHS only intends to use locums to cover necessary work that cannot be covered through use of current employees working regular hours and extra duty hours. The bargained agreement referenced the use of locums until August 13, 2015. It is anticipated the need for locums may extend for up to one additional calendar year.

This is a proposal to assure resources are present in case staff psychiatrists are unavailable to meet patient care needs. It is anticipated that hospital capacity will increase substantially by January 1, 2016.

Impact on DSHS Employees

Locum resources are anticipated to supplement and support staff psychiatrists at Western State Hospital. Deployment of locums is intended to cover staff psychiatrist leaves of absence, training periods and heavy caseloads. DSHS continues to actively recruit staff psychiatrists and will discontinue use of locums if it is projected that we have adequate psychiatrist staff coverage.

Next steps

You have 60 calendar days from the date of this letter to offer alternatives to accomplish the work required for this function. Sixty days from the date of this letter is June 28, 2015. Alternatives should address your ability to comply with the budget, schedule, and general supplemental requirements. Copies of sample contracts are available for your review at my office.

Please send any alternative proposals directly to me at the following address:

Victoria Roberts
Deputy Assistant Secretary
Behavioral Health and Service Integration Administration
P.O. Box 45050
Olympia, WA 98504-5050

After considering all alternatives offered, DSHS may decide to proceed with extending the use of locums.

State support that may be available to you

If you or other employees decide to develop alternative approaches, DSHS may offer support to your efforts in the following ways:

1. Allow each identified employee up to 1.0 hour per week during regularly scheduled work time for use in developing alternatives during the 60-day alternatives phase.
2. Allow use of state computers and meeting rooms during the time period specified in #1.
3. Provide access to data related to the proposed contract.
4. Provide the services of Mark Rosen, Behavioral Health Care Administrator, for a reasonable amount of assistance in accessing project information that the employee cannot access directly.

Employees whose positions or work will be displaced may compete in competitive contracting as one or more employee business units (EBUs). If employees choose to form an EBU, DSHS may offer to support your bid development activity in the following ways:

1. Allow the EBU up to 1.0 hour per week during regularly scheduled work time for use in developing a bid.
2. Allow use of computers and meeting rooms during the time period specified in #1.
3. Provide access to data related to the proposed contract.
4. Provide the services of Mark Rosen, Behavioral Health Care Administrator, for a reasonable amount of assistance in accessing contract information that the EBU cannot access directly.
5. Schedule Department of Enterprise Services training specified in RCW 41.06.142.
6. Submit a request to OFM for authorization to enter into a sole source contract with a consulting firm to provide services to the EBU, at the EBU's expense, for up to the authorized maximum allowable sole source contract amount.

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If you have questions or need further assistance, please contact me.

Sincerely,

A handwritten signature in cursive script that reads "Victoria Roberts". The signature is written in black ink and is positioned above the typed name and title.

Victoria Roberts
Deputy Assistant Secretary
Behavioral Health and Service Integration Administration

cc: Jane Beyer, Assistant Secretary
Ron Adler, Chief Operating Officer
Dave Stewart, Senior Director, Human Resources
Laura Wulf, Assistant Human Resources Director
Lori Manning, Human Resources Administrator
Kelly Rupert, Labor Relations Specialist
Rhonda Fenrich, AWP Representative
Glenn Morrison, AWP Representative