



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

May 6, 2014

Diane Sosne, RN, MN, President
Service Employees International Union Healthcare 1199NW
15 South Grady Way, Suite 200
Renton, WA 98057

Subject: DSHS BHSIA Attendance Policy

Dear Ms. Sosne:

In accordance with our current collective bargaining agreement, Article 24 Mandatory Subjects, I am notifying you that the Behavioral Health and Service Integration Administration plans to implement an employee attendance policy.

Description:

A copy of the policy is provided for your review. The policy is a tool to help employees, supervisors and managers better understand attendance expectations and promote consistent administration of attendance management.

Where the change will occur:

The policy applies to all BHSIA employees.

Date employer intends to implement:

On or before July 1, 2014

If you would like to bargain impacts of the policy, we are prepared to meet our bargaining obligation. If you would like to bargain, please submit your bargaining request within 21 calendar days of receipt of this notice.

Please send your request to
Glen Christopherson, Assistant Director
State Human Resources
Labor Relations Office
PO Box 43113
Olympia, WA 98504-3113

Requests may also be emailed to labor.relations@ofm.wa.gov.

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If OFM does not receive your request within twenty-one (21) days, DSHS will consider that the Union does not wish to demand bargaining regarding this policy.

If you have questions or we can assist you otherwise, please contact me at 360-725-3715.

Sincerely,

A handwritten signature in black ink, appearing to read "Victoria Roberts", with a long horizontal flourish extending to the right.

Victoria Roberts
Deputy Assistant Secretary

cc: Jane Beyer, Assistant Secretary, Behavioral Health and Service Integration Administration, DSHS
Dorothy Sawyer, Chief Executive Officer, Eastern State Hospital, DSHS
Ron Adler, Chief Executive Officer, Eastern State Hospital, DSHS
Rick Mehlman, Chief Executive Officer, Child Study & Treatment Center, DSHS
Dave Stewart, Senior Director, Human Resources, DSHS
Laura Wulf, Assistant Human Resources Director, Human Resources, DSHS
Lori Manning, Human Resources Administrator, Human Resources, DSHS
Randy Withrow, Human Resources Administrator, Human Resources, DSHS
John Myer, Labor Relations Specialist, Human Resources, DSHS
Rhonda Fenrich, AWP Representative