



STATE OF WASHINGTON
DEPARTMENT OF SOCIAL AND HEALTH SERVICES

WESTERN STATE HOSPITAL

W27-19 * 9601 Steilacoom Blvd. S.W. * Tacoma WA 98498-7213 * (253) 582-8900

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 WSH Compensatory Time

Dear Ms. Sosne:

In accordance with our current collective bargaining agreement, Article 24 Mandatory Subjects, I am notifying you that Western State Hospital plans to suspend authorization for Compensatory Time for employees working overtime.

Description:

For the period commencing July 1, 2014 through June 30, 2015, Western State Hospital plans to compensate all overtime in cash payments and will not authorize compensatory time in lieu of cash payments. Supervisors and managers will not be authorized to approve compensatory time. This is necessary to improve tracking of overtime expenses and reduce use of overtime by covering employees.

Where the change will occur:

All WSH overtime eligible employees will begin receiving pay for their overtime service.

Date employer intends to implement:

Effective on or before July 1, 2014.

If you would like to bargain impacts of WSH's plan, 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.

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 plan.

If you have questions or we can assist you otherwise, please contact me at 253-756-2870.

Sincerely,



Ronald M. Adler
Chief Executive Officer

CC Jane Beyer, Assistant Secretary, Behavioral Health and Service Integration
Administration DSHS
Victoria Roberts, Deputy Assistant Secretary, Behavioral Health and Service
Integration Administration 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
Peggy Nelson, Human Resources Manager, WSH DSHS
Kelly Rupert, Labor Relations Specialist, WSH DSHS
Paul Vilja, Chief Delegate
DSHS Labor Relations