



**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 WSH and ESH Staffing Centralization

Dear Ms. Sosne:

In accordance with our current collective bargaining agreement, Article 24 Mandatory Subjects, I am notifying you that Western State Hospital and Eastern State Hospital desire to centralize treatment unit staffing and absence management.

Description:

ESH and WSH plans to utilize a Scheduling Manager position to administer the Nursing staffing plan. The position will assure employees are appropriately deployed based on the staffing plan and administer the use of all leave types. The position will work with supervisors to monitor and approve leave to ensure that adequate coverage is available by position type prior to leave authorization. The Scheduling Manager will also track leave use by employees and ensure follow up where indicated. Centralization will maximize the hospitals' ability to plan for staffing needs, assure resources are deployed as needed, and more effectively anticipate and manage costs.

Where the change will occur:

WSH and ESH

Date employer intends to implement:

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.

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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](mailto: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 360-725-3715.

Sincerely,



Victoria Roberts  
Deputy Assistant Secretary

cc: Jane Beyer, Assistant Secretary, Behavioral and Health Services 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 and 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 Myers, Labor Relations Specialist, Human Resources, DSHS  
Kelly Rupert, Labor Relations Specialist, WSH DSHS  
Paul Vilja, Chief Delegate, SEIU  
Sharon Silar, Chief Delegate, SEIU  
DSHS Labor Relations