



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 Voluntary Overtime Processes

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 clarify and update voluntary overtime practices for Registered Nurses.

Description:

The hospital desires to assure that overtime resources are available when needed to maximize coverage and safety. WSH is substantially over budget due to high overtime use and needs to immediately reduce overtime expense to minimize job loss related to the budget. Part of the overall approach to increasing safety and reducing overtime expense includes updating our local voluntary overtime processes used in administering Section 6.4A of our CBA.

Where the change will occur:

Potential changes to the voluntary overtime processes would impact the Nursing Department.

Date employer intends to implement:

We would like to meet as soon as possible and implement changes on or before July 1, 2014.

If you would like to discuss changes to voluntary overtime processes, 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, SEIU
DSHS Labor Relations