

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE STATE OF WASHINGTON  
AND  
DEPARTMENT OF SOCIAL AND HEALTH SERVICES  
AND  
WASHINGTON FEDERATION OF STATE EMPLOYEES**

**Hospital Staffing Committee**

As a result of the parties meeting to discuss the changes to the Second Engrossed Substitute Senate (2ESSB) Bill 5236 and its affect upon the Hospital Staffing Committee at facilities within the Department of Social and Health Services (DSHS), Behavioral Health Administration (BHA): Eastern State Hospital (ESH), Child Study and Treatment Center (CSTC) and Western State Hospital (WSH), including union represented participants on the committee to include members of the Washington Federation of State Employees (WFSE) such as Licensed Practical Nurses and unlicensed assistive nursing personnel that are non-supervisory or nonmanagerial. The Employer and Union strongly support the proposition that adequate staffing and an appropriately trained staff are necessary to meet the needs of our patients and provide quality care. Both the Employer and Union will work to ensure that state hospitals as defined in RCW 72.23.010 and 020 are staffed according to best practices in providing a safe and healthy environment for patients and staff.

The Employer and Union agree to establish a process to promote evidence-based staffing at each DSHS/BHA State hospital in compliance with RCW 70.41.420 and will continue to meet the requirements of RCW 70.41.420.

Accordingly, the parties have agreed to the following:

1. **Establishment of Hospital Staffing Committees at all State Hospitals**

- One (1) at ESH
- One (1) at CSTC
- One (1) at WSH (Civil and Gage)

## 2. Composition of the Hospital Staffing Committees

- A. Fifty percent (50%) of the total members of each Hospital Staffing committee shall be selected and represented by the unions and fifty percent (50%) of the total members shall be selected by the hospital administration. The Unions will appoint their member(s) for the committees. Each committee shall be co-chaired by one (1) Management Representative, one (1) Union local member.
  
- B. Committee seat allotment for each facility shall be as follows:
  - ESH-12 total seats with 6 identified as management seats and 6 identified as union seats.
  
  - CSTC- 8 total seats with 4 identified as management seats and 4 identified as union seats.
  
  - WSH- 16 total seats with 8 identified as management seats and 8 identified as union seats.
  
- C. Participation in the Hospital Staffing Committees by employees shall be scheduled work times and compensated at the appropriate rate of pay. Hospital Staffing Committee members shall be granted one-half (1/2) hour pre-meet time just prior to the Hospital Staffing Committee meeting. Hospital Staffing Committee members shall be relieved of all other work duties during the pre-meeting and committee meetings. If an individual is off duty (aka: not scheduled to clock in until later that day) when the committee meets, then their schedule will be modified to accommodate their attendance at the committee meetings.
  
- D. Committee Representation: The union will provide the names of the committee members for each location identified above within 10 days of signing this MOU.

3. **Additional State Hospitals**

Within sixty (60) days after the announcement of the opening of a new DSHS/BHA hospital as defined under RCW 72.23.010 and 020, the parties agree to meet and bargain over the committee position allotment of a Hospital Staffing Committee at the new state hospital. If any current DSHS/BHA facility changes status to meet RCW 72.23.010 and 020 definition of a state hospital, the parties agree to meet and bargain over the committee position allotment of the Hospital Staffing Committee at the new hospital.

4. **Collective Bargaining Agreement Modifications**

The provisions of this MOU take effect upon full execution by the Parties.

**This MOU will expire on June 30, 2025.**

**Dated 1/2/24**

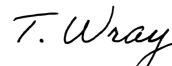
For the Employer



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For the Union



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Thomas Wray, Labor Advocate  
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