

WE'RE MOVING OUR CLINICS FORWARD BY KNOWING OUR RIGHTS AND ENFORCING OUR CONTRACT!

Our unity and strength made it possible for us to win our contract and improve our standards. Because of our contract, we have rights in our workplaces that protect us and keep the Seattle Roots administration accountable to their actions. Our delegate and leadership team has been working hard to implement the provisions we won under the new contract, and we have achieved some positive results!

We stood together to win this contract, but the work is not done! Our contract is only as strong as we are in enforcing it. Each of us needs to know our contract, make sure it's being followed, and continue sticking together as members of our strong, winning union. By speaking out to protect our rights in our workplaces and standing up for each other, we uphold the standards of care that our patients deserve.

Our Weingarten Rights

Under the Supreme Court's Weingarten decision, when an investigatory interview occurs, these rules apply:

The employee may request union representation before or during the interview. After the request, the employer must choose from among three options:

- Grant the request and delay questioning until the union representative arrives
- Deny the request and end the interview immediately; or
- Give the employee a choice of:
 - Having the interview without representation or
 - Ending the interview.

If the employer denies the request for union representation and questions the employee, it commits an unfair labor practice, and the employee may refuse to answer.

If you are called to a meeting with management, read the following to management:

If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, officer, or delegate be present at this meeting. Without representation present, I choose not to participate in this discussion.

Do not resign your position. Do not be insubordinate. If you are denied your rights, comply, and alert your delegate as soon as possible.

These rights are called "Weingarten Rights." As with all rights, it's up to us to know and enforce them.

Scan [here](https://1199nw.org/3QKZshU) for our full contract:



<https://1199nw.org/3QKZshU>



"I've been present for many investigatory and disciplinary meetings with my coworkers and management, but it's never easy. People are already at their most vulnerable when they're being reprimanded by their supervisor, when an HR

representative is present it can make them feel out numbered and intimidated. The fear of possibly losing their income, and thus their quality of life, both to themselves and to their loved ones, distracts from what should always be the real focus: our mission and our patients.

That's why it's so crucial to have a delegate present. First to document what precisely is being claimed about the employee's actions, because nobody can be expected to take detailed and accurate notes when they're in such an emotionally charged environment. Secondly, and more importantly, it to helps alleviate the fear, so we can learn from these conversations together, come out stronger, and provide better patient care."

—Justice Wornum, Clinic Operations Coordinator, Carolyn Downs

Knowing Your Rights: Grievance Process

A grievance is a process where, with a fellow union member at our side, we meet with the boss and HR to resolve disagreements when management or administration breaks our contract. Before the union, if we were unjustly disciplined or were being treated unfairly, we had no recourse. But now that we have organized our union, we have the right to due process—in the form of a grievance. The grievance process gives us the opportunity to have our perspective, our voice, and experiences heard by management and HR, and this is one of the most important ways we enforce the rights in our contract.



Delegates and Union Leaders:

- ★ Nicole Aranda, MSW/LSWAIC, CDCC
- ★ Deanne Zink, RN, CDCC
- ★ Justice Wornum, Clinic Operations Coordinator, CDFMC
- ★ Teresa Mirante-Buker, MRC, CDFMC
- ★ Farshid Soleimani, PAR I, CDFMC
- ★ Joette Dawkins, Peer Support Specialist, CDFMC
- ★ Penelope Dondao, Medical Interpreter, CDFMC

Our Joint Labor Management Committee: A Place for Frontline Feedback

Our monthly Joint Labor Management Committee is a bridge between frontline workers and management. It is the primary way that our union and management come together outside of the bargaining process to work on issues impacting us at the clinic and organizational level. The committee centers racial justice, equity, and inclusion practices, while working to assist with staffing issues and provide communication and information on organizational changes and initiatives to bargaining unit members.

We have been meeting monthly since December. Each meeting is busy, and we have worked on a variety of topics:

- Provided critical feedback about management's new attendance and punctuality policy which was incorporated to make the policy more equitable for all employees.
- Asserted our right to have delegates present when employees have a meeting where they would like union support; management heard us and is working on a policy to reflect our feedback.
- Began discussions on what a fair remote work policy can look like.

The committee would love to hear from you. If you have staffing, safety, or general workplace concerns, reach out!

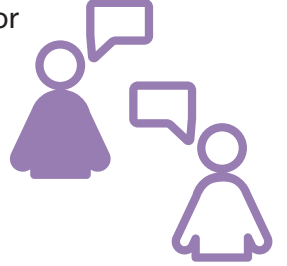
Union Team on Labor-Management Committee:

Teresa Mirante-Buker, SEIU Co-Chair, Farshid Soleimani, Joette Dawkins, Justice Wornum, Deanne Zink, Penelope Donado

Know Your Delegates and Reach Out!

Delegates are respected and trusted coworkers that you elect to help represent you and are the main bridge of union support in our clinics. You should reach out to a delegate if:

- Your manager asks to talk to you about your job performance.
- Your manager/HR says you are being investigated.
- You have a question about your union contract.
- You have a safety, staffing, or general workplace concern or need some additional support in navigating an HR issue.
- You want to help make our union stronger.



“Even just starting a conversation with HR about the issue I faced was a little nerve-wracking. Some of the contract language was inaccessible to me, but my delegate understood it, could translate it to me and communicate the

problem clearly to management, so the meeting itself wasn't stressful. It was so helpful to have a buddy to encourage me to advocate for myself and make me feel supported, I don't think I could have figured this out alone.”

–**Marah Zinnen,**
Registered Dietician & WIC Coordinator



“There has been confusion and anxiety over many changes that have come out with leadership's new Policy and Procedure Manual. It is important to understand that management has the right to create new policies and is

driving the changes. Our role as a union leadership team is to review and provide feedback by centering racial justice and equity. The Labor part of the Joint Labor Management Committee is there to work with management to make sure we are always looking at the big picture and that policies are written fairly. Management listens when we center equity in our discussions.”

–**Teresa Mirante-Buker, Medical Records,**
Carolyn Downs, Union Co-Chair

JOIN THE SEIU API HERITAGE MONTH CELEBRATION!

Celebrate our shared heritage, eat good food, hear from API leaders, and learn about the SEIU API Caucus! Cultural attire is encouraged, and everyone is welcome to bring one guest of any age.

Saturday, May 25 from 6-9pm
3720 Airport Way St, Seattle, WA 98134

Scan the QR code to register: <https://1199nw.org/4dsKFSr>

