

## We deserve an equal say in staffing!

Healthcare workers deserve an equal say in decisions that impact our patients. Frontline members of the Hospital Staffing Committee have made a good faith effort to ensure that management and healthcare workers have an equal number of votes at all times. Equality in decision making is vital if the committee is to successfully ensure quality patient care.

We ask that management agree to equal representation each time the committee meets. We all believe patient care deserves an equal seat at the table. Please stay tuned for updates from your coworkers on the Deaconess Hospital Staffing Committee.



"Collaboration is paramount to the safety of patients in our hospital system. Frontline staff are the experts in this matter. It is not merely lip service we hope to provide to this committee, but rather a real influence we hope to express as members of this committee. We cannot do that without the same collaborative values from everybody at the table, collectively advocating for our patients in accordance with our values as caregivers as well as our values as MultiCare. We hope to better reflect those values as a united committee for the safety of our patients." **-Christopher Vertefeulle, CNA, Pulse Cardiac Interim Care**

## Enforcing our contract: 3 hour minimum callback and rest between shifts

In our last round of contract negotiations, we won long-sought language increasing minimum call back to 3 hours and improving our rest between shifts language so that we receive time and a half for our entire second shift if we don't get enough rest. While every other change we agreed to in bargaining has been implemented, it's taken MultiCare far too long to implement these improvements. A grievance was filed in April demanding back pay related to these agreements. The grievances were filed on behalf of all impacted members at both Deaconess and Valley Hospitals. If you've been paid incorrectly, send the details to your delegate and/or organizer.

## Effective July 1: New Meal and Rest Breaks Law

**Employers must start tracking missed breaks for the following job classes:**

- ARNP
- Anesthesia Tech
- Cardiovascular Tech
- Case Manager
- Clinic Tech
- CT Tech
- Dialysis Tech
- Dietician
- Dosimetrist
- Echo Tech
- EEG Tech
- Emergency Department Tech
- Endoscopy Tech or GI Tech
- Health Unit Coordinator
- Infant Nutrition Assistant NICU
- Interventional Radiologic Tech
- Lab Tech
- Lactation Assistant
- Licensed Practical Nurse
- Mammography Tech
- Medical Assistant
- Medical Language Specialist
- Mental Health Tech and Specialists
- Mental Health Therapist
- Mobile Mammography Assistant
- Monitor Tech
- MRI Tech
- Neurophysiology Tech
- NICU Assistant
- Nuclear Med Tech
- Nurse Tech
- Nursing Assistant
- Nursing Assistant Cert-Transporter
- Occupational Therapist
- Occupational Therapy Assistant
- Oral Surgery Assistant
- Orthopedic Technologist
- Patient Care Assistant
- Patient Care Tech
- Patient educator - Diabetic, etc.
- Perinatal Assistant
- Perioperative Care Associate
- PET / CT Technologist
- Pharmacy Assistant
- Pharmacy Tech
- Pharmacy Tech Sys Coordinator
- Phlebotomist
- Physical Therapist
- Physical Therapy Assistant
- Physician Assistant
- Pulmonary Function Tech
- Radiologist Assistant
- Radiation Therapist
- Radiology Tech
- Rapid Response Team
- Registered Nurse
- Rehab Services Aide
- Respiratory Therapist
- Scrub Tech
- Sitter
- Sleep Tech
- Social Worker
- Speech Therapist
- Surgical Core Tech
- Surgical Tech
- Transporter
- Ultrasound Techs and Diagnostic Sonographers
- Vascular Sonographer

### For the jobs listed above, these are the changes to our meal and rest breaks:

- ✓ Employers must track missed breaks and report quarterly to L&I (starting 2026 employers will be fined if not in compliance 80% of the time).
- ✓ Employees are owed compensatory pay for a missed or delayed rest and meal break.
- ✓ If you miss your 15 minute break you will be paid for your time worked AND another 15 minutes of straight time because you missed your break.
- ✓ If your 30 minute meal break is not between 2-5 hours of the start of your shift OR you miss it entirely OR if it was interrupted and you did not get to finish it, you are eligible for additional compensatory pay.
- **What is compensatory pay?** Compensatory pay is a "fine" the employer must pay you for not receiving your meal and rest break and/or if it was not received in a timely manner.
- **Do I still get paid for working through my breaks?** YES. You get paid straight time (or overtime if it put you into an overtime status) for working your break. Compensatory pay is in addition to this.
- **If I am entitled to two meal breaks, can I still waive my second meal break?** Yes, you can volunteer to waive your meal break BUT you are also waiving your right to compensatory pay for this second meal break.

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- **Can I waive my right to receiving my meal break within 2-5 hours of the start of my shift?** Yes, if that is what works best for you. BUT you are waiving your right to compensatory pay for receiving a late break. You are still eligible for compensatory pay if you did not receive your meal break at all during your shift.
- **What happens if my meal break is interrupted?** The law allows for two reasons why your break can be interrupted:
  1. When there are unforeseeable emergent circumstances.
    - a. Any unforeseen declared national, state, or municipal emergency
    - b. When a healthcare facilities disaster plan is activated
    - c. Any unforeseen disaster or other catastrophic event which substantially affects or increases the need for healthcare services
  2. When there are unforeseeable clinical circumstances with a significant effect on the patient's condition.
    - a. If in the employee OR the employer's opinion, the clinical circumstance may lead to a significant adverse effect on the patient condition. If you break is interrupted, you are allowed to resume your break in a timely manner. If you are unable to, you will receive straight time for your time worked and compensatory pay for the time you did not receive your break.

## Join the Delegate Leadership

These sessions are designed for SEIU Healthcare1199NW leaders. Learn more about:

- ✓ Being a delegate and delegate roles
- ✓ Building our power to win on issues that matter to us
- ✓ Getting to know our union and our history
- ✓ Identifying, filing and winning grievances
- ✓ Organizing our co-workers
- ✓ Developing our understanding of racial justice



"Being a delegate gives a better perception and clarity of the needs of everyone. I made a lot of new great personal relationships after becoming a delegate and it made it easier to stand up for what we deserve when it came to settling a new contract." **-Sarah Norisada, Health Unit Coord/ Nurse Asst Cert (CNA), Pulse Cardiac Intern Care**



"Being a delegate is a great way to be a resource to fellow coworkers when it comes to understanding your union rights, contacts, and how to represent those in need during investigatory actions. If you would like to get more involved with your union, you can become a delegate. Reach out to one of the organizers for more information!" **-Tami O'Marro, RN, Valley Hospital**

As a leader in our union, it is important that you have the skills and deepen your knowledge needed to be effective in the workplace and build a strong union. Through this workshop you will gain skills in strengthening your role as a leader in the workplace, including effectively building unity to represent and defend your and your co-workers' interests by holding management accountable.

To become a delegate in our union, you will need to attend the full day workshop and complete a nomination petition to be elected by your co-workers to be a delegate. While you are waiting for your workshop, please talk with your organizer to get your delegate petition and begin talking with your co-workers to be nominated.



**We have two delegate trainings scheduled this year on July 20 and September 21. Please speak to an organizer or current delegate to find out what you need to do to attend a training.**



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