

We're united to hold Providence accountable for a safe workplace

It's the law!

We've filed complaints against Providence for violating New Meal and Rest Break protections for direct patient care workers

Bargaining update

We have demanded to bargain over the implementation of meal waivers and tracking meal and rest breaks outside of reporting it in Kronos.

We cannot be compelled to waive our meal breaks or the timeliness of those breaks, it must be completely voluntary. For the purposes of paying us appropriately and for reporting missed meal and rest breaks to L&I, Providence uses Kronos attestations, and this is the only place you need to report if you missed a break.

You cannot be disciplined for accurately reporting your missed meal and rest breaks – however in our bargaining on July 23, Providence asserted that this could lead to discipline. We are filing complaints as this is a clear violation of our rights and protections.

We will continue to address this violation of our rights at bargaining on July 31.

- Employers must track missed breaks and report quarterly to L&I. Starting in 2026, employers will be fined if not in compliance 80% of the time.

Per Washington state law,

- 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

If you are disciplined for anything related to a meal or rest break, contact a delegate or your organizer immediately.

Find your delegate on our SMC portal:



Our Organizational Equity and Inclusion (OEI) Committee

Our OEI committee works with Swedish leadership in discussions to raise awareness and promote supportive work environments for each and every caregiver.

Union members of our committee are:

- ★ Valarie Howard, First Hill, eICU
- ★ Delores Prescott, First Hill, 11SW
- ★ Tricia Jenkins, Cherry Hill, ED
- ★ Laura Wood, First Hill/Cherry Hill, Social Work
- ★ Teresa Deleon, Madison Tower, Colorectal Surgery Clinic
- ★ Gloria Martin, Ballard, BHU

Racial justice impacts all of us and our experiences at Swedish. We are seeing a rise in disproportionate disciplines and treatment of our coworkers of color, and it is vital we continue our work with administration to build a strong culture of belonging and racial justice.

We demand that management:

- Follow through on the commitment to use the innovation fund for the Undoing Racism workshops
- Schedule consistent committee meeting
- Work with us to create a short and long term plan for to address urgent matters including the current issues we're experiencing

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 health care services

2. When there are unforeseeable clinical circumstances with a significant effect on the patient's condition:

If in the employee OR the employer's opinion, the clinical circumstance may lead to a significant adverse effect on the patient's condition. If your 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.

Understanding changes to our medical plan: Aetna

Our union discovered that Providence changing the third-party administrator to Aetna for Swedish medical plans is going to change the provider network and prescription drug formulary in 2025.

This could mean some providers that are currently in network will be out of network in 2025. This could also mean prescriptions are covered differently in 2025. There is a lot we still don't know.

This could potentially impact members significantly, but we do not understand the scope because Providence has failed to respond to our information request. We have also issued a cease and desist as well as a demand to bargain.

We will continue to hold Providence to their legal obligation to provide the union with information about how this change will impact workers and we will continue to fight back against any changes to cost or access to our medical benefits.

Meaning what prescriptions are covered and how much we pay for them

If you have a question or concern about medical, reach out to your organizer or email

providencebenefits@seiu1199nw.org



"For the transition to Aetna from Premera, we need to be concerned more about continuity of care rather than transition of care as mentioned in the info being sent out by Providence. Caregivers need to see providers and specialists they have been seeing for years instead of having to change to providers based on insurance status.

As a union we are telling Swedish to cease and desist from implementing this change and instead bargain with us so we can ensure our continuity of care is maintained. The first thing they need to do is give us the information we are asking for."

- Jane Wakamatsu, Biller, Family Medicine Clinic, Cherry Hill