

# Our Unity Paid Off

## Contracts are printed! Pick up your copy

Your bargaining team has worked hard behind the scenes with administration on the final draft of our contract and we are finally ready to sign and print! Our wins wouldn't be possible without everyone's support and unity. Come to an info session to learn about all our wins and get a hard copy for yourself.

Stop by the hospital auditorium:

<b>Friday, August 16</b>	3pm-5pm
<b>Thursday, August 22</b>	4pm-6pm
<b>Friday, August 23</b>	10:30am-12:30pm



"We are super excited to share our incredible contract with all our coworkers and new members of our union! Welcome and come grab our new contract! Join our union and enjoy our member benefits." **-Alice Westphal, UCA 3EW, 1199NW Executive Board Member**

### We demand equal representation for healthcare workers

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 Hospital Staffing Committee.

### We are stronger together

Sign a membership card today.

Join here!



[joinseiu1199nw.org](http://joinseiu1199nw.org)

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

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

- RNP
- 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

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## For the jobs listed on the last page, 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.
  - **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.

## Become a leader in your union!

Delegate Leadership Workshop sessions are designed for SEIU Healthcare 1199NW 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

