



## The new break and meal break law is a step forward in our fight to improve working conditions at UW Medicine

On November 1, our new Meal and Rest Break agreement was supposed to go into effect, which enforces our legal right to uninterrupted meal and rest breaks and compensates us for missed breaks. We stood together to pass this law and our new agreement with management will improve working conditions for everyone.

### Update:

The implementation date of our new agreement has been delayed due to issues with Kronos. We will let you know when it will be implemented.



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

**Reporting your missed break will be essential in our efforts to hire more staff and cover breaks when we or our coworkers are taking time off.**

If you have any questions on how to report your missed breaks or submit a waiver, reach out to your manager, supervisor, or those in similar positions. If they cannot help you email Human Resources at [uwm-emprelations@uw.edu](mailto:uwm-emprelations@uw.edu).

## New Break and Meal Break Law Reform

- Meal periods must be scheduled at the start of the shift, the first within 2-5 hours of the start of the shift.
- Meal periods must be uninterrupted.
- With limited exceptions, if someone does not get their meal period on time it counts as a missed meal period and that person must be compensated at straight time for the time worked or at overtime rate for the missed meal period depending on daily or weekly overtime.
- With limited exceptions, if someone's meal period is interrupted, they must be compensated at a regular rate or overtime for the interrupted minutes of the meal period. The new agreement will compensate you for the entire time of the break or meal break interrupted.
- Timely replacement meal periods can, depending on the circumstance, change whether the meal period was "missed" or not.
- Hospitals must track and report missed breaks and meal periods and the reasons for them to L&I. Within two years, L&I will start assessing penalties to hospitals for patterns of missed breaks.

## We won an agreement that will provide flexibility to combine breaks and accommodate the needs of our department

Our union contract is another way to protect ourselves from missed breaks.

UW must:

- Shifts that exceed 10 hours are entitled to a second meal break, unless the employee waives it.
- Allow combining rest break and meal break.
- The employee may revoke their combined rest break and meal break at any time.
- To fully implement the provisions of the Law, UWMC-Northwest will schedule monthly joint labor management meetings to discuss the meal break law and how to better implement our agreement pertaining to the law.
- The agreement covers all job classes, which is more than the law requires.
- Management agreed to pay out the entirety of an interrupted break or a missed meal break rather than just the remainder of what was missed if interrupted.
- **Employees are automatically placed into a weekly overtime work rule upon hire. Those wishing to opt into a daily overtime work rule must submit a request to their manager and the change will be effective at the beginning of the next workweek and will not be retroactive.**

### Q: What can I waive?

A: Any individual waivers must be totally voluntary and initiated by the employee. Waivers are available upon request from management.

**Timeliness of meal period:** You can waive the right to receive a meal period that begins between the second and fifth hour of each shift and with no more than five hours without a meal period. This means you will still receive one or more 30-minute unpaid meal periods if you work more than five consecutive hours, but it may be scheduled to begin outside of the time period.

**Waiver of second meal period:** You can waive the right to receive a second meal period in a shift that is 10 hours or longer. This means that you will still receive a 30-minute unpaid meal period during a 10-plus hour shift. For example, in a twelve-hour shift you would be at work for twelve- and one-half hours and receive twelve hours' pay.

Please contact your delegates if you have any questions.



FAQ

## Know your Union Delegates at UW-NWH

Our delegates are workers on the job who are democratically chosen by their co-workers to represent the voice of the union in the workplace. Delegates are absolutely crucial in the mobilization of our co-workers and are vital to our collective bargaining.

Full Name	Unit/Dept	Shift	Worksite	Job Title
Mojgan abaalinia Kashtli	UW Medicine MS Center	Day	McMurray Bldg	Medical Asst - Cert
Liv Brakstad	Pharmacy	Eve	NWH	Pharmacist
James Brown	Plant Engineering	Eve	NWH	Sr Maintenance Engineer
Patrick Cassidy	Radiology	Eve	NWH	Rad Technologist (Reg)
Tijan "TJ" Drammeh	Medical	Day	NWH	Cert Nursing Asst
Sophia Mohnani	UWNC - MOUNTLAKE TERRACE CLINIC	Day	NWH	Clinic Pt Srvc Spec II
Henry Petitgirard	OR: Operating Room	Day	NWH	OR Secretary
Judy Sohl	Sports Medicine Clinic	Day	OPMC	Medical Asst - Cert
Modou Sowe	2 EAST	Day	NWH	Unit Secretary
Shannah Washburn	Ballard	Day	Ballard - Primary Care	Clinic Pt Srvc Spec Ld
Klm Williams	Woodinville	Day	Clinic - Woodinville	Medical Asst - Cert
Tawna Taylor	Ultrasound	Day	NWH	Diagnostic Medical Sonographer
Madison Foucht-Osborne	Care Management	Day	NWH	Sr Social Worker
Hannah Lessing	Care Managment ED	Day	NWH	Sr Social Worker
Kendra Townsend	CNA	Day	NWH	ICU/ CCU
Diego Carrillo	Food and Nutrition	Day	NWH	Food Service Worker
Ade Adeyemo	Surgical	Eve	NWH	CNA

If you don't see a delegate that represents your department or unit and you would like to nominate a co-worker that could be the voice we need to represent you and your team, contact a delegate on the list or your union organizer.



## Social workers are on fire winning a fair vacation request



Management was not addressing our concerns about a lack of responses to vacation requests, but instead of creating a fair process to secure social workers' time off to recuperate from a very stressful and demanding job, management decided to deny every request submitted during the grievance procedure as a retaliation. They proposed a process that would make us find our own coverage when taking time off. This was a threat to our contract, and we fought until we make sure management follows the contract. We have reached an agreement with management.



"We will Continue to keep management accountable. We showed unity in front of management and that we are not afraid of to fight all the way to arbitration and organize public actions."

– **Madison Foucht-Osborne, Social Worker and Delegate**

## Hospital Staffing Committee: Fighting for Safe Staffing

This year we joined the Hospital Staffing Committee with WSNA Nurses; it has been a long road to form a team that represents the CNAs and RNs from the units across the hospital. We encountered multiple obstacles that have made it difficult to work in collaboration with management to achieve improvements for CNA staff on the floor. Washington's Safe Staffing Law has given us a stronger voice on making the decision to add more staff for better workload for CNAs and RNs. This year, RNs are making some improvements in some units while CNAs are still pushing hard to make significant changes for years to come. If you are interested in getting more information, reach out to a member of the staffing committee.

Ade Adeyemo - Co-Chair

TJ Drammeh - 5th floor tower

Kendra Townsend- 3rd floor ICU

Kelechi Uwaezuoke - Geropsych Unit

Modou Sowe - 2 East



"We asked for improvement in our proposal, a change to the current matrix that they have been using for the past 10-plus years, to include staff safety and patient safety. Management does not see that we need a change to the level of care that is very high right now. They still want to continue with the old matrix that does not work for the current heavy level of care. We've seen that management does not want to improve safe patient care." - Ade Adeyemo, CNA, Delegate and E-Board Member



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**September 1, 2024 onward.**

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## Reimbursement Funding: Deadline Dec. 31

Submit your reimbursement funding requests for eligible 2024 expenses **by Dec. 31, 2024.** Visit: [bit.ly/TF2024-reimbursement](https://bit.ly/TF2024-reimbursement)

**NOTE: The Training Fund Office is closed Dec. 24 - 31, 2024.**

[www.healthcareerfund.org](http://www.healthcareerfund.org)

[\(425\) 255-0315](tel:(425)255-0315)

[members@healthcareerfund.org](mailto:members@healthcareerfund.org)

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[www.seiu1199nw.org](http://www.seiu1199nw.org) - 1-800-422-8934

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