

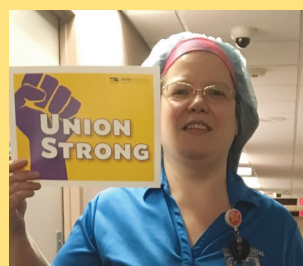
Actions = Winning for Our Time & Our Union!

Having a contract means that we have guarantees over our working conditions, pay and benefits and that we have the ability to voice our concerns about problems in the workplace. Our contract is only as strong as our ability to enforce it. We have been taking action across the hospital to ensure that management is following our new employee orientation language and ensuring members aren't working off the clock and we won!

Enforcing our NEW, new employee orientation process

In our most recent contract, we strengthened our ability to meet with new hires to review the contract and what it means to have a union at Virginia Mason Memorial. Unfortunately, management tried to block delegates from coming into the new employee orientation room.

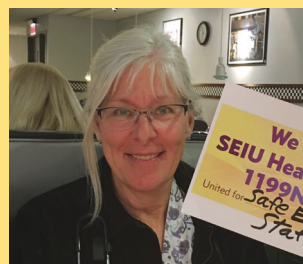
- By taking action and filing a grievance, we won!
- Now all new hires will be given the opportunity to meet with a union delegate during new employee orientation so that we can continue building a strong union at Memorial.



"Having access to new employee orientation helps us talk to every new hire that comes through the door. Without attending NEO, communication with new employees would be a lot more difficult and we want

new people to feel welcomed onto our team!"

Trish Lizotte, Kitchen



"One of our most recent wins was around New Employee Orientation. We now have an understanding with management that ALL new hires will attend the union portion of New Employee Orientation. Before this

we were only getting 1 or 2 to speak to, sometimes no one. We now are able to visit with all new employees soon after hire to introduce them to our union, give out contracts and contact information if there are questions that come up. We are excited to have this opportunity to reach out to our members". **Heather Sparks, RN ED**

OR RNs win on right to be paid when changing into hospital scrubs

Ensuring safe patient care in the OR means that we must prevent the spread of infection and keep things sterile. That's why we are required to wear hospital provided scrubs. We should be paid for the time it takes to change in and out of our scrubs. Management in the OR were forcing caregivers to change off the clock.

- Through our action we forced management to change the policy and start paying caregivers to change on the clock.
- Starting this week, caregivers in the OR, Central Supply, Mother/Baby and Labor/Delivery are starting a 4 week trial period to determine the amount of time it takes to change into scrubs and identify barriers to getting changed in a timely manner.



"I have worked at Memorial for 10 years and I kept asking my manager why we didn't get paid to change into our scrubs. She wouldn't tell me... When we started getting disciplined for not changing fast enough to make it to the morning huddle, we said enough is enough and filed a grievance. We are now starting our trial period and discussing the retro pay with management for donning and doffing

for scrubs time." **Sylvia Keller, RN OR**

We want to hear from YOU on what you would like to see in this upcoming negotiations. Come to our Unity Break

Unity Break

Wednesday 5/2/19:

11:00am - 1:30pm	Classroom B
6:00pm - 8:00pm	Classroom B

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