

Together, We're Making Our Voices Heard and Upholding Our Contract Standards

Thanks to our advocacy, the Washington State Paid Sick Leave (PSL) law went into effect in January 2018. As with any new law, it must be negotiated on how it works with our Collective Bargaining Agreement. Our CBA has specific language on accrual of PTO and sick time – sick and PTO are earned based upon hours paid. Because we did not reach an agreement on Paid Sick Leave until late 2018, MultiCare owed us accrued PSL. We later found out that when we used our “retro” PSL, we were not accruing PTO or sick on those hours. After working our way through the grievance procedure, we were able to win back our owed PTO and sick. On July 17, our PTO and sick banks will reflect any owed time – we will be able to use that time starting July 19.



“As a union, we worked hard to ensure everyone has sick time in the state of Washington. But it’s up to us at MultiCare to ensure management not only complies by the law but also follows our contract. This win can’t come at a better time, when some of us have been using our sick and PTO at a quicker pace due to increased low census and sick leave.”

Warren Stowell, OR Tech, Deaconess Hospital

Ensuring safety for all



“Being safe on the job is more important now than ever. Recently, I came across a situation where biohazards were not being disposed of properly. For my safety and the safety of others, it was important to shine light on this situation. Though meetings with management, we now have a solution to this problem and it’s being followed.”

Addy Dae, Housekeeping, Valley Hospital

We won new limits to mandatory overtime and call shifts statewide starting July 1, 2020!

Our side letter of agreement to increase the one shift per pay period for mandatory low census to two hours, sunsets on August 2. Starting August 3, we can only be mandatorily low censused one shift per pay period.

Who does this impact?*

- Respiratory Care Practitioner
- Certified Nursing Assistants
- All Techs

** The intent of the law is that all tech jobs are included in this protection. If management tells you otherwise, contact your delegate or organizer for next steps.*

What are my new rights?

You now have a choice to work overtime! Management cannot compel you to work overtime unless:

- They made a reasonable effort to find other staff. The law defines what they must do first:
 - Seek volunteers to work from those already working.
 - Contacted qualified employees who made themselves available to work.
 - Sought the use of per diem staff.
 - Pursued contracted temporary agency employees
- You are in the middle of a procedure, and they have not been able to find relief, using the methods above.

Pre-scheduled on-call shifts cannot be used in the following ways:

- To replace members who work regularly scheduled shifts (for example, call cannot be used to cover sick calls.
- To cover changes in patient census.
- In lieu of scheduling employees to work regularly scheduled shifts when a staffing plan indicates the need for a scheduled shift.

If you work beyond 12 hours in a shift, you are entitled to 8 hours of consecutive time off before your next shift.

What do I do if I believe management has violated these rights?

Contact your delegate or organizer. We as a union are requesting information from management to understand their plans for how to comply with this law and have demanded that they meet with us to bargain these changes.



“Utilizing call as a way to fill shifts puts us and our patients at risk especially when we haven’t had enough sleep or are exhausted. This new law creates accountability in how call and mandatory overtime are used”. **Cheryl Riddle, Radiology Deaconess Hospital**

Electing Healthcare Champions: Lori Feagan

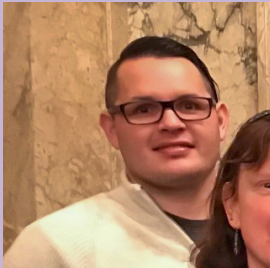


More often than not, our elected officials hold law or business degrees. These are fine professions in their own right, but how does this trend impact our government’s ability to legislate on behalf of patients and caregivers? Healthcare workers need to run for local, state and national office.

Lori Feagan is a Registered Nurse and is running for State Legislature in the 4th Legislative District. Lori has worked at Eastern State Hospital and the Intensive Care Unit at Valley Hospital. Lori supports our efforts to mandate safe staffing, provide healthcare for all, and fix inequities in our society.

“Despite the divide we’re seeing in politics right now, our residents of the 4th Legislative District share many of the same needs, hopes, and core values. We value our families and our need to keep them safe and healthy. We value opportunity and hard work as we each try to forge our own path to prosperity. We share the hope to be able to retire with security and dignity when we’re ready. We value the freedoms we have as Americans, and our veterans who have fought to defend them.”

Lori Feagan



“Lori has demonstrated to be a proven leader with a passion for healthcare. Not only is she passionate, driven, and caring; she is above all a leader for positive change.”

Nathan SiJohn, OR Tech, Valley Hospital



“Lori fought for better staffing at Valley and was a vocal supporter of healthcare workers in the community.

Join me in supporting her.”
Teri Nicholson, RN, Valley Hospital



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