

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

For years, we fought to pass our Breaks and Overtime Bill through the Washington State legislature. We took action in our workplaces, visited elected officials in Olympia, and shared our stories on social media of needing breaks and limits on overtime. Last year, our unity led to the passing of these new protections, and on July 1, 2020, new rules about mandatory overtime and the usage of call go into effect.

Who does this impact?*

- Surgical Technologist
- Diagnostic Radiologic Technologist
- Cardiovascular Invasive Specialist
- Respiratory Care Practitioner
- Certified Nursing Assistants

** 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.

Where can I find more information?

Read the law at <https://1199nw.org/3eUmUUE> or contact your delegate or organizer.

We know that we will need to continue to unite in solidarity across job classes and across the state of Washington to make sure our healthcare employers are following our new rights. We will need to take action and stand together to make sure none of us gets left behind.



“This law is a long time coming. Many of us in radiology or tech jobs have been doing so much call for years. It's how hospitals have taken advantage of us to staff their facilities but it has

come at a cost. We have had less time with our families and sometimes when we are called in in the middle of the night, we aren't safe on the roads. We have worried about the amount of call making us tired and whether that could be unsafe for our patients. I'm so proud of the work we did to pass this law and I'm excited to see the culture in healthcare change around the practices of mandatory overtime and call.” **Melissa White, Lead Diagnostic Radiology Sonographer, Harborview Medical Center**