



## **Our Union Is Growing: Security Officers Present Their Petition To Be Represented by SEIU Healthcare 1199NW**

It has always been important for us that all workers have a say in their benefits and working conditions. We are excited to share that security officers will be joining our union, and we look forward to working with them and management to make sure they have a voice at the table. Let's all welcome our coworkers to our union.



“It feels good that we filed to join the union. Over 75% of security signed, so the process should be smooth. Some of the guards here have never been part of a union. I’m excited for them to see what we can do to get better pay, training, and other things.”

- Pema Dorjee, Security Officer



“Security joining the union is a huge step in that often overlooked yet essential department. It will set them up to an even playing field with not only their coworkers but their counterparts across the UW campuses which will give them strength in numbers in the spirit of unity. Welcome to our union!”

- James Brown, Sr Maintenance Engineer

## **Contract copies update!**

Our contracts have been sent to the printer and copies will be available in the next few weeks.

# New double-time shift incentive for critical staffing needs to address short staffing in any job classification

Staffing has always been an issue and for years management has been asking us to come in on our days off with no incentive. Because of our unity and action, we have won double time pay for unfilled shifts for all job classes in our new contract. Here is the contract language we won on double time pay:

## **PRE-SCHEDULED VOLUNTARY DOUBLE-TIME SHIFT INCENTIVE FOR CRITICAL STAFFING NEEDS**

*During negotiations for the 2021-2023 successor agreement, the parties reached agreement on the following regarding Pre-Scheduled Voluntary Double-Time.*

*After the initial scheduled bid is incorporated and posted, and the employer has sent out notice for staff, including Per Diems, the Employer may offer pre-scheduled voluntary double-time shifts for any classification. The determination of critical staffing needs and the double-time shift incentive is at the sole discretion of the Employer.*

*The shifts shall be compensated at the rate of two times (2X) the regular rate of pay for all hours worked. Pre-scheduled double-time shifts will be considered Extra Shifts and will not be guaranteed, but once scheduled are expected to be worked unless it is determined that they are not needed. Staff members calling in sick on voluntary double-time shifts will not receive sick pay.*

*All staff, once scheduled, are expected to honor the commitment, with the exception of illness or serious emergency. Notification of absence is required at least two (2) hours before the beginning of all shifts.*

*Failure by the Employer to notify or attempt to notify staff of cancellation at least two (2) hours in advance of the shift will result in the employee being assigned to a unit for two (2) hours.*

*Within sixty (60) days of ratification, the JLM will develop guidelines for determining which shifts are critical and can be offered at double time. During the sixty (60) days, once the schedule is posted if there is more than one open shift per job classification the extra open shift(s) will be offered at double time.*

We are still fighting to ensure this double time pay is offered according to our contract agreement. **When we get asked by management to come in on our days off and work, we should ask (preferably in writing via text or email) “Is this shift for Double Time Pay?”** Record the answer, and if promised double time pay, check your next paycheck and ensure you were paid double time.

If open shifts in your department are not being offered at double time or you are not being paid your double time as promised, contact your delegate or union organizer immediately. We are currently meeting with management at the Joint Labor Management Committee to discuss permanent guidelines for double time shifts – connect with your delegate to learn more.