

KNOWING OUR RIGHTS TO ENFORCE OUR RIGHTS! IMPORTANT UPDATES ON LOW CENSUS AND MEAL/REST BREAKS

LOW CENSUS – KNOW YOUR RIGHTS!

We're seeing a new trend of reoccurring low census around the hospital. Have you been sent home on low census lately? There are specific protections in your contract to ensure you're not missing more than one shift per pay period, among safety nets, due to low census assignments. Get familiar with the protections below, and don't let MultiCare cut your hours short.



- ★ You cannot be assigned mandatory low census more than once per pay period.
- ★ You cannot be placed on mandatory low census more than one hundred thirty-two (132) hours in a twelve (12) month period.
 - ▶ You can voluntarily take a low census assignment at any time, but you have the right to refuse to be placed on low census after your one mandatory assignment per pay period and 132 hours in a 12-month period.
- ★ If you're assigned mandatory low census you need to be notified a minimum of two (2) hours in advance of your scheduled shift. If two (2) hours advance notice is not given, you will receive two (2) hours of inconvenience pay at your base rate of pay.
- ★ If you're assigned a partial shift low census after reporting to work, you are entitled to pay for time worked, or two (2) hours of pay at their base rate, whichever is greater.
- ★ You may choose but are not required to use available PTO to cover the hours lost due to the low census assignment.

LOW CENSUS ROTATION

Low Census must be assigned under the following rotating descending order of priority:

1. **First** - Agency employees.
2. Employees working overtime hours.
3. General supplemental employees.
4. Volunteers who have requested low census.
5. Unit-based supplemental employees and sitters working beyond their required shifts.
6. Employees working above their approved hours.
7. Unit-based supplemental employees and sitters working at or below their required shifts.
8. Contracted traveling employees.
9. Regular full-time and regular part-time employees who have floated from another unit.
10. **Last** - Regular full-time and regular part-time employees.

IF YOU HAVE BEEN FORCED TO TAKE A LOW CENSUS ASSIGNMENT MORE THAN ONCE A PAY PERIOD OR OUTSIDE OF THE ABOVE ROTATION, CONTACT YOUR UNION DELEGATE OR ORGANIZER TODAY.

"We have set low census caps for a reason. Don't let management pressure you into taking more low census assignments than our cap for any reason, including the poor planning of traveler placements, or for their over staffing. Low census should not be the solution to staffing problems or used so much that you cannot take your well-earned PTO with your families."

— **Charity Turpen, Respiratory Therapy, Valley Hospital**

MEAL PERIOD AND REST BREAKS UPDATE

As a result of the petition signed at all five MultiCare hospitals (Deaconess, Valley, Yakima Memorial, Auburn Medical Center and Good Samaritan), the implementation of meal waivers has been postponed until June 15. MultiCare continues to refuse our union’s efforts to bargain or make any changes to its plans. MultiCare explicitly stated it has no obligation to bargain and is refusing to fully suspend implementation.

HAVE YOUR MEAL PERIOD AND REST BREAKS RIGHTS BEEN VIOLATED?

The meal periods and rest breaks laws still remain the same. Are you being pressured to or told you have to choose a meal waiver? That’s a violation!
Were you asked to sign the waiver? That’s not a voluntary waiver!

STAND UP FOR YOUR RIGHTS AND REPORT THESE VIOLATIONS TODAY - HERE’S HOW TO TAKE ACTION:

- 1. Report waiver and rest break violations to the Department of Labor & Industries today to hold MultiCare accountable to following the law
- 2. Talk to your union delegate or organizer as soon as possible



<https://secure.ini.wa.gov/wagecomplaint/#/>

Annual Nurse Alliance Conference



This month, LPNs and RNs from Deaconess and Valley Hospitals took part in SEIU 1199NW’s First Annual Nurse Alliance Conference in Seattle. We met with nurses from across our union to learn the benefits of nursing mentorship, understand the impact of legislation that affects patient care, and support creating belonging at work as nurses. We were also able to get some valuable CEUs along the way!



“A strong union ain’t just about numbers – it’s about stickin’ together, fightin’ for what’s right and liftin’ each other up. As LPNs, the Nurse Alliance gives us a way to stand tall for fair pay, safe staffing, and the respect we deserve. When we come together, we ain’t just lookin’ out for ourselves – we’re makin’ sure our patients get the best care too. Our voices are powerful, and when we stand as one, there ain’t nothin’ we can’t do.” — **Cynthia Williams, LPN, Deaconess Hospital**

LEARN MORE ABOUT YOUR TRAINING FUND BENEFITS!

Representatives from the SEIU Healthcare 1199NW Training Fund will be at Valley and Deaconess Hospitals in the cafeteria every month through the rest of the year to answer all your continuing education and certification funding questions.
You can contact your Training Fund education navigator Nathan Ransley at nransley@healthcareerfund.org.
Come find them in the cafeteria at the dates and times below!

Valley Hospital		Deaconess Hospital	
5/19/2025	12 pm - 3 pm	5/20/2025	8 am - 11 am
6/16/2025	12 pm - 3 pm	6/17/2025	8 am - 11 am
7/14/2025	12 pm - 3 pm	7/15/2025	8 am - 11 am
8/18/2025	12 pm - 3 pm	8/19/2025	8 am - 11 am



“I used the Training Fund from 2019 to 2023. It allowed me to further my education with very little out of pocket cost during my four-year education journey. Training Fund staff were very helpful. Because of the Training Fund, I was able to go from an Associate’s Degree in Nursing to a Master’s Degree in Nursing.”
—**Mary Parker RN, Valley Hospital**