



# MULTICARE IS COMMITTING AN UNFAIR LABOR PRACTICE: WE'RE STANDING UP FOR OUR WORKING CONDITIONS

MultiCare has an obligation to bargain over changes to our working conditions. Over the last year, we've demanded MultiCare bargain over implementation over meal and rest period requirements. In the last five months MultiCare's plan has changed drastically, making additional demands to bargain even more urgent. Sadly, MultiCare has failed to bargain over the implementation of meal and rest periods and we filed an Unfair Labor Practice charge (ULP) three weeks ago at all MultiCare facilities represented by our Union. Unfair Labor Practices can take time to process.

**While we go through the ULP process, please talk to your delegate or organizer if any of the following happen.** You may want to file a grievance, a complaint with the Department of Labor and Industries, or both..

- *Were your paid hours reduced? That's a violation of the law and our union contract!*
- *Did you miss your break or was it interrupted, but you were pressured to say you received your full break? That's a violation!*
- *Are you being pressured to or told you have to choose the meal waiver? That's wrong!*
- *Were you asked to sign the waiver? That's not a voluntary waiver!*



## WHAT IS AN UNFAIR LABOR PRACTICE?

An Unfair Labor Practice is any action that violates the National Labor Relations Act (NLRA). Violations of the National Labor Relations Act usually involve employer action that interferes with an employee's right to organize a union, failure to bargain changes to working conditions, and failure to bargain in good faith.



"Filing an Unfair Labor Practice charge not only helps to ensure MultiCare's accountability for their focus on profit over patients, it helps build a record of misconduct that makes unsavory patterns evident and visible to both the eyes of the public we serve and to the Labor Board who can hold them accountable."

— **Jill O'Connor, OB RN Valley**

## KNOW YOUR RIGHTS

"Bringing a delegate with you to an investigatory meeting is as important as having a lawyer in court with you. It's your right to have someone at the meeting to support and help you, and to make sure there is no shady business. A witness on our side to make sure that the contract is being followed." — **Charity Turpen, Respiratory Therapist, Valley**

## AS WITH ALL RIGHTS, IT'S UP TO US TO KNOW AND ENFORCE THEM.

You have the right to union representation during any investigatory meeting that may lead to disciplinary action. Protected by federal labor law and your collective bargaining agreement or union contract, you may request the attendance of a union representative or delegate at these meetings.

**If you're called to a meeting with management, read the following statement:**

"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, officer, or delegate be present at this meeting. Without representation present, I choose not to participate in this discussion."

UNDER THE SUPREME COURT'S WEINGARTEN DECISION, WHEN AN INVESTIGATORY INTERVIEW OCCURS, THESE RULES APPLY:

The employee may request union representation before or during the interview. After the request, the employer must choose from among three options:

- Grant the request and delay questioning until the union representative arrives;
- Deny the request and end the interview immediately; or
- Give the employee a choice of:
- Having the interview without representation or
- Ending the interview.

If the employer denies the request for union representation and questions the employee, it commits an unfair labor practice, and the employee may refuse to answer.

**Remember: Do not resign from your position and do not be insubordinate. If you are denied your rights, comply and alert your delegate as soon as possible.**

**WEINGARTEN RIGHTS**

**Union Representation During Investigatory Interviews**  
(If called to a meeting with management, read the following to management or present the card before the meeting starts.)

If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, officer, or delegate be present at this meeting. Without representation present, I choose not to participate in this discussion.



www.seiu1199nw.org  
1-800-422-8934

**EMPLOYEE RIGHTS**

Under the Supreme Court's Weingarten decision, when an investigatory interview occurs, these rules apply:


The employee may request union representation before or during the interview. After the request, the employer must choose from among three options:

1. Grant the request and delay questioning until the union representative arrives;
2. Deny the request and end the interview immediately; or
3. Give the employee a choice of:  
(a) having the interview without representation or  
(b) ending the interview.

If the employer denies the request for union representation and questions the employee, it commits an unfair labor practice and the employee may refuse to answer.

CENTRAL SERVICE WIN!

During our last bargain, we retained the Market Adjustment Committee, which allows us to bargain mid-contract once a year over wages. This process allows us to correct extreme disparities in pay mid-contract and address staffing concerns without having to wait until the full contract is negotiated. During this year's Market Adjustment Committee, management did agree to a 7% increase in pay for Central Service Technician 1s and Central Service Technician 2s. This is a big win for those departments at both hospitals, who have been struggling with recruitment and retention for some time. We will continue to fight for fair wages and better staffing for all job classes through other means.



"I was thrilled to learn that my department received a 7% market rate adjustment raise in May due to the Market Rate Adjustment Committee provision in our union contract. We have had retention issues in Sterile Processing and this raise will help with that issue. I was on medical leave when we won this raise and knowing that my paycheck will be better made is easier to get back to work." —**Mary Robinson, Central Service Technician II, Deaconess Hospital**

BECOME A LEADER OF OUR UNION: DELEGATE TRAINING!


Are you interested in becoming a union delegate? We have a new delegate training coming up Friday, August 22, from 9am-5pm.

Through this workshop you will gain skills to strengthen your role as a leader in the workplace, including effectively building unity to represent and defend your and your co-workers' interests by holding management accountable. To become a delegate in our union, you will need to attend the full day workshop and complete a nomination petition to be elected by your co-workers. Please talk with your organizer to get your delegate petition and begin talking with your coworkers to be nominated.

- At the delegate workshop you'll learn more about:
- Being a delegate and delegate roles
  - Building our power to win on issues that matter to us
  - Getting to know our union and our history
  - Identifying, filing and winning grievances
  - Organizing our co-workers
  - Developing our understanding of racial justice

**Sign up for a delegate leadership workshop with your union organizer today.**

**Kim Render** at Valley Hospital, [kimr@seiu1199ne.org](mailto:kimr@seiu1199ne.org)  
**August Morigeau** at Deaconess Hospital, [augustm@seiu1199nw.org](mailto:augustm@seiu1199nw.org)



"Our union believes in the power of our members and the ability of our members to lead our union and we cannot be a member-led union without delegates. Delegates are the voice and the leaders of our union and help enforce our contract. The more delegates we have the stronger our contract, the stronger our voice, and the stronger our union becomes." —**Shawn Crawford, Float Pool CNA, Deaconess**