


When we know our union rights, we hold management accountable!



Our union is led by members like us, and our contract is only as strong as our dedication to enforcing our agreements and continuous unity. Our union contract spells out our wages and benefits along with our rights and responsibilities. It's important for all of us to know our contract and make sure management adheres to it by filing grievances.

Our contract can be accessed on the portal page for Logan Health on our union's website: 



1199nw.org/4oXWW76

Our right to collective action

We have union protections to wear a sticker, sign a petition, discuss union topics and file grievances. If you feel that you have been retaliated on by doing any of the above, we can file a grievance and take action together.

Union Representation During Investigatory Meeting

If you are ever called to your manager's office or to HR for a 'Seek to Understand' or a meeting that can lead to discipline, make sure to exercise your Weingarten Rights and contact your delegate to schedule a time to go with you.

If called to a meeting with management, read the following to management 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."

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.

Know the Seven Elements of Just Cause if you are given a corrective action!

7 Elements of Just Cause

1. Was the employee adequately warned of the consequences of his/her conduct?
2. Was the company's rule or order reasonably related to efficient and safe operations?
3. Did management investigate before administering the discipline?
4. Was the investigation fair and objective?
5. Did the investigation produce substantial evidence or proof of guilt?
6. Were the rules, orders and penalties applied evenhandedly and without discrimination? If enforcement has been lax in the past, management can't suddenly reverse its course and begin to crack down without first warning employees of its intent.
7. Was the penalty reasonably related to the seriousness of the offense and the employee's past record? The penalty should fit the "crime"



Did you know?

Charge Nurses are supposed to be unencumbered at the start of every shift?

Here’s what your contract says about charge nurses taking patients. You can find this in Article 8.11.1. To ensure the Charge Nurse has capacity to effectively coordinate patient care, the Charge Nurse will not have a patient assignment (except for the Brendan House) in conjunction with each shift. Charge Nurses may be assigned patients in the event of call offs or as necessary to facilitate rest and meal breaks for staff.



“Staffing metrics have become so tight that charge nurses are now expected to take patient assignments if census numbers don’t qualify for another nurse. Our CBA article 8.11.1 clearly defines when a charge nurse should be expected to assume a patient assignment — only in the presence of a call off, or to facilitate rest and meal periods, not to fill a gap in the staffing matrix. Charge nurses are there to facilitate effective operations of the unit, support staff, and make patient assignments. If you are a charge nurse who is expected to take a patient assignment outside the guidelines of our contract, fill out an ADO form so the issue can be discussed in our Nurse Staffing Committee, and seek out your delegate to determine if a grievance needs to be filed.” **–Donna Nelson, RN, Behavioral Health, SEIU Healthcare 1199NW Executive Board Member**

Did you know?

Per our contract, we receive TWO* raises a year!

Did you get your 3.5% across the board (ATB) raise at the beginning of July? Also, if you were hired prior to 7/3/2022, you should have received a wage step increase too. If you were hired AFTER 7/3/2022, you should receive your wage step increase on the anniversary of your hire date. See our wage scale on page 49 of our contract.



**The only time this wouldn’t apply is if you are at top of the scale, but you still get the yearly ATB raise.*



“In our beautiful but expensive valley, knowing that I will receive two yearly bonuses, independent of my perceived merit or manager’s whim, gives me peace of mind. We have the union to thank for our wages going steadily up as we work.” **–Claire Fritschler, RN, Heart & Lung Clinic, SEIU Healthcare 1199NW Executive Board Member**

Did you know?

Our contract guarantees meal and rest periods!

Here’s what your contract says about rest and meal breaks. You can find this in Article 7.9. Employees will be provided a rest period of fifteen (15) minutes with pay for each four (4) hours of working time. An unpaid meal period of at least thirty (30) minutes shall be provided. An unpaid meal break may be thirty (30) minutes to sixty (60) minutes at the discretion LH. It is understood that meal and rest periods are to be uninterrupted. If a meal period is interrupted, it will be rescheduled or paid at the employee's base rate plus any applicable overtime, premiums, and differentials.



“Nurses need nutrition, and rest, the batteries need recharging during long shifts! Lunches and breaks shouldn’t be viewed as a luxury, but as standard for nursing staff to work safely. Dedicated break relief nurses could solve this problem in many areas. We need good treatment consistently, so we can be at our best for our patients.” **–Pat Fogleman, RN Delegate, Outpatient Infusion**

Grievance Corner

Grievance win! Did you know that you don’t have to float unless you are oriented to the unit? Lindy Wenner, an ICU RN, recently won an important grievance for all Logan Health nurses. She was made to float to a floor that she had not been oriented to, and she filed a grievance.

Management determined that they had violated the contract and agreed to not make her float to a floor that she has not had proper orientation. This is a grievance win for all LH nurses! Congratulations for winning your grievance and making LH a better place to work, Lindy!

