

# We Are Committed to Showing Up for Our Coworkers

On January 6, management notified the bargaining team that they would be cancelling bargaining on January 8. Despite management cancelling bargaining, our whole team still showed up and worked together all day to get ready for our next bargaining session.

Management has committed to showing up to bargain on January 22 and we hope for a productive session.

We continue to keep our priorities at the forefront of every decision we make on behalf of our coworkers:

- ✓ Fair competitive wages and premiums
- ✓ Improved staffing that keeps us and our patients safe
- ✓ Quality affordable healthcare
- ✓ Respect for the important work we do
- ✓ Stronger communication and support



“Despite management cancelling our session on Thursday, we remained committed to showing up and putting in the work. Our dedication doesn’t change. We will continue to show up for each other and the responsibilities our coworkers have trusted us with.”

– **Deshawn Oursland, Phlebotomist**

## Upcoming Bargaining Dates

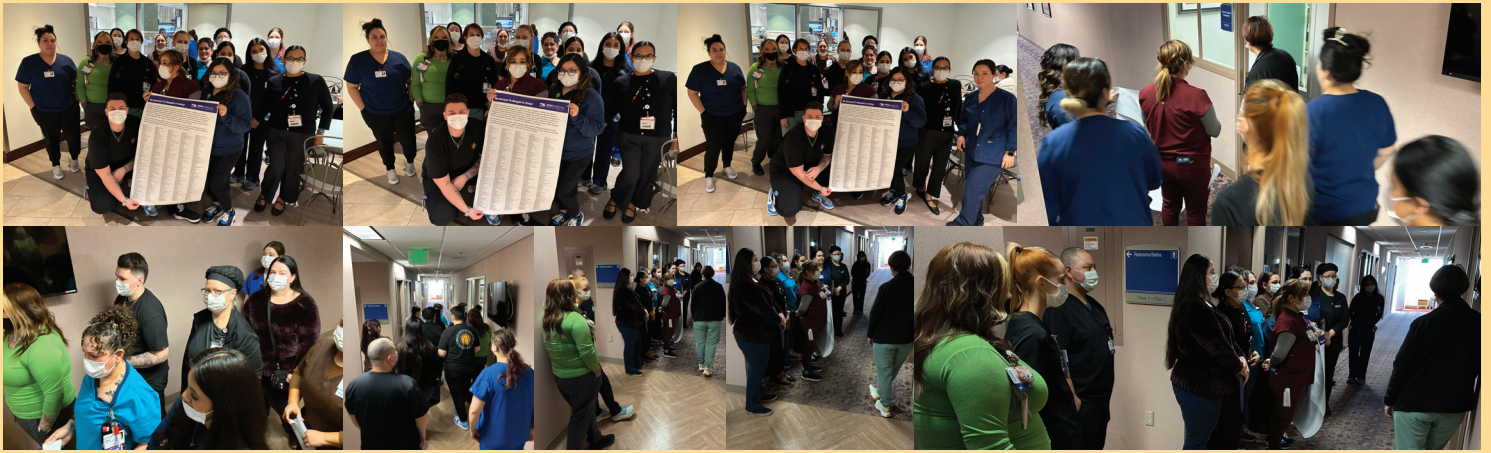
- ➔ January 22
- ➔ February 19
- ➔ March 18
- ➔ February 4
- ➔ March 5



## Upcoming Unity Breaks - Outside the Cafeteria

Unity breaks show our solidarity! Stop by an upcoming unity break and grab some swag. We will have snacks, shirts, buttons, lanyards and more!

Date	Time	Location
January 13	11am-1pm 9pm-10pm	Outside the cafeteria!
January 21	11am-1pm	



“A hospital thrives when staffing matches patient needs and when the people providing the care are respected for the skill, labor and worth. We will continue to fight to maintain solidarity at the bargaining table.” – **Grace WakWak, EVS**

## Get to Know Your Bargaining Team!



“I work on 2E/W as a TeleTech. I have been with the hospital for 3 years. The reason I wanted to be a part of the bargaining team is because my participation ensures the needs of my coworkers and myself can be heard. Serving on the team allows me to represent

diverse voices and advocate for common goals. Fair bargaining is important to acknowledge respect for staff and patient safety. Being on the team is a powerful way to actively shape our work life and advocate for a positive and respectful work environment for all employees.” – **Ceci Ornelas, TeleTech, 2E/W**

## Delegate Spotlight



“I chose to be a delegate because I have seen many injustices in my department and it is important to help each other have support so

we can continue improving our work environment. It is an honor to support my coworkers to ensure fairness and safety.” – **Edith Robles, Supply Chain**

## Changes to Meals and Rest Breaks

Management recently put out a memo regarding changes to meals and rest break processes. It implies that you are not allowed to take your meal period within the last 2 hours of your shift because the state would consider it non-compliant. It is management’s responsibility to ensure you receive your break in a timely manner. If you don’t, then the employer is noncompliant, not you. If you have to take your meal period within the last 2 hours of your shift because patient care did not allow you to take it sooner, you can, and should, still take it. Under state law, this would mean you did not receive a timely meal period and should be compensated as if you missed your meal period. It does NOT mean you should miss your meal period altogether. You are legally entitled to have a meal period every shift you work.

## Our Teamsters Union Siblings Will Strike

On January 6 our coworkers who have organized with the Teamsters announced they will be going on strike beginning January 17. This strike does not include Nurses or Service workers. Below is our active contract language on limitations of how we can support them as a union.

**Article 21.2 No Strike/No Lockout.** *The Hospital and the Union, realizing that a hospital is different in its operation from industries because of the type of service rendered to the community, and for humanitarian purposes, agree that there shall be no lock-outs on the part of the Hospital nor suspension of work on the part of the nurses, it being one of the purposes of this Agreement to guarantee that there shall be no strikes, picketing, lock-outs, sympathetic strikes, sympathetic picketing, work stoppages, or work slowdowns, and that all disputes will be settled as hereinafter provided.*

