

Union 101: WE are the union

Become a Member

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What is a member-led union?

Being member-led means we as healthcare workers lead our union and make the choices that guide us.

What is in our contract?

- Just cause protections
- Grievance procedure
- Set pay scales and across the board increases
- Five (5) days per calendar year of off-campus continuing education at the sole expense of the hospital

Roles we can play in our union:

Delegate: A coworker who represents us in meetings with management and organizes us to enforce our contract and win during negotiations. Delegates are nominated by their coworkers to this role.

Contract Action Team (CAT) member: A coworker who makes sure we are all up to date on what happens during bargaining and lets us know about upcoming actions.

Bargaining Team member: A coworker who represents us during contract negotiations. Bargaining Team members are nominated by their coworkers to this role.

Executive Board member: A coworker who is elected by us to represent our chapter in unionwide leadership and decision making. The Executive Board makes financial decisions for our union.

Organizer: A staff member employed by our union to support us in building our power and enforcing our contract

What every union member needs to know:

What is collective action?

Collective action is when we take action together to improve our workplaces and uphold our contract

What are Weingarten Rights?

Weingarten rights are legal rights for unionized employees in the U.S. to have a union representative present during investigatory interviews that may result in discipline. Established by a 1975 Supreme Court ruling, these rights allow a representative to assist, advise, and help ensure fair treatment during questioning.

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.

 **SEIU**Healthcare.
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What is the Healthcare Leadership Fund (HLF)?

The Healthcare Leadership Fund is our political voice as union members and healthcare workers. We use the fund to endorse and elect politicians who will support us as healthcare workers and pass policies that we are fighting for. As healthcare employees we know that having the right elected officials in office can impact our protections as workers. Safe staffing laws, safe lifting laws, needle safety — all of these and more were enacted into law because we as union members fought to make it happen to protect healthcare workers and patients across our state.



What are just cause protections?

Just cause is the standard that management must adhere to when disciplining or discharging an employee. It means that in union settings, the employer must have a reason to act in disciplining an employee and the reason must be just and fair. In non-union workplaces, the employee is an at-will worker and can be disciplined or fired for whatever reason or no reason at all.



What is a change in working conditions?

Any substantial change to your job duties, scheduling, or pay. Let your delegate or organizer know as soon as possible if these changes are made or presented.

Examples: changing your shift, hours, assigned work location, or introducing any new jobs.

What is progressive discipline?

1. Oral reprimand
2. Written reprimand
3. Suspension without pay
4. Discharge or termination

What is a grievance?

Any time the employer violates an agreement with the union, which could be anything in the contract, any law, or any established past practice.

Example of contract violation: management issues a final written warning to an employee before taking any progressive disciplinary steps such as coaching or verbal warning first. This violates article 22 "Discipline and Discharge" because management did not follow progressive discipline.

Example of law violation: management tells an employee that they don't get a break because there aren't enough staff. This violates our contract.

Example of past practice violation: Management has been approving overtime for meeting attendance outside your regular work hours, then insists you must alter your schedule instead. That is a violation of past practice.

When should I contact my delegate or organizer?

Contact your delegate as soon as possible if you are facing discipline or an investigation, or if your management makes unilateral changes to your working conditions. If HR is present in any meeting, you can ask for and have a union representative there.

Our union delegate at Prosser:

Christopher Huston, RN, Surgical Services

How we keep our union strong:

Talk to your coworkers about our union and figure out how to share updates with each other.

Know who your delegates are. If there are no delegates at your worksite, think about which of your coworkers would be able to represent you.

Contribute to the Healthcare Leadership Fund →

