

We're Standing Strong to Enforce Meal Period Timekeeping, Clocking and Meal, Rest Break Waivers

We Aren't Loving It!
We Stand Against VMFH Stealing our Break Times!



On February 1, 2026, VMFH implemented system wide changes to our meal and rest breaks. We told management to cease and desist on these changes and demanded to bargain over the changes to lunch break clocking procedures and meal and rest break waivers.

Our coworkers on the bargaining team are now actively in effects bargaining where we have representation from coworkers in all union-represented CommonSpirit hospitals. These leaders and delegates also need to hear from YOU around what you want to see from this bargain.



“Bargaining the waivers and break language is just as important as our contract. We expect management to offer fair break relief language that works for everyone.” — **Kelly Patton, ACU Nurse, St. Elizabeth Hospital**

What are we fighting for?

Meal Period Clocking/Timekeeping:

-  Non-interrupted breaks: Keep the ability to combine breaks
-  Access to the nearest time clocks so that we don't get robbed of our break time
-  No discipline for being minimally early or late to clocking in from lunch
-  Ensuring that VMFH is responsible for providing everyone with their breaks
-  Ensuring that where a practice exists to pay the second or third meal periods it remains paid

Meal and Rest Waivers:

-  Waiving a meal period is completely voluntary and at the discretion of the employee
-  Where a practice exists to combine breaks that practice should be maintained

What comes next?

We are continuing to bargain around both of these topics. If you have input to give meals and rest break waivers or lunch clocking, reach out to a leader or delegate in your hospital.



In the meantime, VMFH is maintaining the changes to policy implemented on Feb. 1, 2026.



“We are fighting for full, uninterrupted meal breaks period for all staff, along with access to time clocks located close to where employees take their lunches especially for departments that are not provided with a designated break room.” — **Adil Mohamed, SPD, St. Anne Hospital**

Our New Contracts are Printed and Ready for Distribution!

Our first union contract at VMFH is signed and ready to be distributed to members.

Come by to sign your membership card, collect your copy, and learn more from union leaders and delegates about what is next for our union at Virginia Mason Medical Center!

Date	Time	Location
Monday, March 2	7am-10:30am	Lindeman C + D
	11:30am-2:30pm	Lindeman C + D
	3:30pm-7pm	Lindeman C + D
	8pm-10pm	Lindeman C + D
Tuesday, March 3	7am-10:30am	Lindeman C + D
	11:30am-2:30pm	Lindeman C + D
	3:30pm-7pm	Lindeman C + D



“For the first time, Virginia Mason Professional, Technical and Service workers have enforceable rights to representation, due process, and fair discipline. This contract guarantees your right to union representation during investigatory meetings, so you never have to navigate those conversations that can lead to discipline alone. This is about respect with enforcement, putting real protections in place and making due process a lived reality for every worker.” — **Astede Teklu, EVS**

Our first contracted raises post-ratification have been implemented!

Those who were employed at Virginia Mason upon ratification of our first contract received an initial step increase and an increase in pay on your February 6 paycheck. January 18 will be your new anniversary date for step increases moving forward. Our next across the board raise will take place on August 1, 2026.

What's new in our committees?

Labor Management Committee: The new labor management committee has met with management twice now, and has a monthly cadence established to ensure monthly meetings. Some of the topics they have brought forward initially include schedule changes, parking policy, meal break policies, and holiday practices. They are set to meet with management every second Thursday of the month at 2pm.

Staffing Committee: The Staffing Committee is working closely with our union siblings at WSNA to bring forward staffing issues and census compliance. They are actively pushing for more staff amid a VMFH “hiring freeze”

that took place at the end of 2025. There are two new members committed to joining the committee, with room for more interested members! Their meetings are on the second Monday of each month.

Upcoming Committees: The Organizational Equity and Inclusion Committee is currently being formed in partnership with medical staff and management. Contact Nathanael Kramer if you are interested in joining the committee.

There is an EVS Labor Management Subcommittee with three open spots that will focus on EVS specific labor issues.

Contact your delegate

If you have workplace issues or contract questions you need answered, look below to find an official delegate that works near you.

- **Yvette Arzaga:** Echo Lab Technician
- **Rene Folk:** IR Technologist
- **Chris Kratz:** Periop Equipment Specialist
- **Ilea Baumel:** PCT
- **Chiyo King:** Social Worker
- **Taylor Lam:** Surgical Technician
- **Taran Burnite:** PCT/PFC
- **Nathanael Kramer:** PCT
- **Lori McCall:** Switchboard Operator
- **Sam Demboski:** Sterile Processing Technician