

# WE HAVE MOMENTUM AT THE BARGAINING TABLE, AND THERE'S MORE TO GO!



We reached another 33 tentative agreements (TAs) in just 3 bargaining sessions with management. We had productive conversations at the table regarding a safety committee, preceptor and lead assignments, low census, paid time for participating in labor management committee, and union delegate training. Open communication is key!



"This was my first time at the bargaining table, and I was surprised we were able to share our thoughts with management. It was good to be heard and see their reactions."

—Samara Taggart, CMA, First Hill OB/GYN

**This momentum is a direct reflection of our unity and strength at SMG.**

**SIGN THE  
UNITY  
PETITION!**



## Union 101

### ROLES WE CAN PLAY IN OUR UNION

**Bargaining Team Member:** A coworker who represents us during contract negotiations and are nominated by their coworkers.

**Delegate:** A coworker who represents us in meetings with management and organizes us to enforce our contract and win during negotiations and is nominated by their coworkers

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

**Executive Board Member:** A coworker who is elected by us to represent our chapter in unionwide leadership and decision making. The board makes decision on next steps for our union

## What are Weingarten Rights?

### 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.



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## What is collective action?

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

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