

Meal and Rest Breaks Issues are Happening Now: Let's Talk About It!



Bad Apples: Management only wants to talk about meal and rest break waivers, but we have more issues to be addressed.

On February 1, management moved forward with implementing system-wide changes to timekeeping and clocking for lunch breaks. We told management that they needed to stop these changes immediately and demanded to bargain over the changes to Meal Period Timekeeping procedure.

We are also negotiating Meal/Rest waivers at the same negotiation table. Our bargaining team has been in effects bargaining about these changes for five bargaining sessions. In these sessions, management has been under-prepared.

We are still fighting for the best outcome. Fighting to retain the right to uninterrupted combined breaks, to have multiple places to clock-in and out of and advocating for real solutions that don't lead to discipline!

In our most recent bargaining session on March 6 management said that they are more open to changing their position on combining breaks because they heard our concerns. Our member leaders have spoken about the importance of being able to combine breaks uninterrupted as this increases the ability to take meal and rest breaks, allows for continuity of care, and is past practice at our hospitals. The law requires that we are entitled to uninterrupted breaks. Management has been insistent that they want people to clock out of lunch when they combine with their rest break, and our bargaining team has been holding strong on that this would be an interruption.



"We are here ready to negotiate around waivers and the time clock changes, especially as it applies to those of us who combine our meal and rest breaks. They want insight from us and we are giving it. Management is coming to bargaining poorly prepared and with questions that they can seek their own answers to." - **Kelly Patton, RN, St. Elizabeth Hospital**



What do we want management to do? Make lemonade out of lemons!



Coming to the negotiating table means more than just showing up physically. To be effective and efficient, management needs to be prepared. They need to do their homework, bring the decision-makers, and follow through on what they committed to in previous sessions. VMFH leadership needs to listen to healthcare workers when we voice what we need for safe care.

- We need uninterrupted breaks
- No discipline for missed punches/incidental minute late/early punches
- Access to convenient timeclocks
- Uphold past practices



"I am frustrated with management's lack of preparation. Management is not holding up their end of the bargain by doing their due diligence in seeking the information they need." - **Sherry Tomt, RN, St. Elizabeth Hospital**



"Our team is bringing forward real issues that we are seeing at our hospitals around Kronos, clocking locations, and breaks issues. We are also sharing real solutions and ideas for how to make things work for everyone. The waivers and clocking in/out procedures are important to our day to day work. Meanwhile, management is dismissing us and our stories by not being prepared with what they promised." - **Adil Mohamed, SPD, St. Anne Hospital**

Meal Period Clocking/Timekeeping



Our proposal for Meal Period Timekeeping supports the following:

- Advocating for member protections
- Grace periods for accurate clocking
- Address concerns about late clock-in before resorting to progressive discipline
- Protect the current legally-backed practice of uninterrupted combined meal and rest breaks in concurrence with management's new practice
- Protect our rights to bargain when more time clock changes happen down the road

As of February 12, we gave management our latest counter to the MOU. Two sessions have gone by without a response to the time keeping MOU, despite commitments from management to bring something back to us.

This delay shows our members that the practice was not fully thought out before implementing it system-wide. We are voicing our concerns, advocating to maintain our rights, and we are calling on management to bargain with us around these rights.

Why We Need to Negotiate Meal and Rest Waivers



Meal and rest breaks are essential to provide the best care possible. The law requires the employer to negotiate all meal and rest waivers with our union to make sure our needs are being met and that members have the time to take a break. **Meal waivers and the waivers of timing of breaks must always be voluntary, free from any coercion, and revokable. Waivers are only if you want them.**

Management must pay you a penalty of 30 minutes at straight time if they don't get you your meal period, and if they don't provide it on time. If you decide to sign a waiver and waive a meal period or timing of your meal period management benefits because they will no longer owe you a penalty of 30 minutes straight time. The responsibility is on management to get you your breaks/meals and on time.

Meal and rest breaks you are entitled to:

- You are entitled to a 30-minute meal period for 5 or more hours of work, and an additional 30-minute meal period for each 5 hours there after.
 - 1st meal period to be taken between the 2nd and 5th hour of work
 - 2nd meal period to be taken within 5 hours of the 1st meal period
 - 3rd Meal period to be taken within 5 hours of the 2nd meal period
- You are entitled to a 15-minute rest period for every 4 hours of work
- You cannot waive a 15-minute rest period, but you may be able to waive the timing.

We Have Representation Across VMFH

Hungry for more information? Reach out to an Effects Bargaining team member at your hospital for a taste of what has been going on at the bargaining table. Bon appetite!

St. Clare Hospital

- Cora Wilson, Radiologic Tech
- Sue Turner, Nutrition Assistant I
- CJ Gist, Perioperative Support Tech

St. Joe's Medical Center

- Desiree Castillo, Care Assistant Health Unit Coordinator
- Alisha Colyer, Nutrition Assistant I

Virginia Mason Medical Center

- Rene Folk, IR Technologist

St. Anne Hospital

- Adil Mohamed, Sterile Processing Tech

St. Elizabeth Hospital

- Kelly Patton, RN
- Sherry Tomt, House Resource Nurse

Chew on this with your bargaining team member

Why is it important for us to be able to combine your breaks? What have you been experiencing since the time clocking changes have been implemented?

