

We Stood Together as Five Hospitals to Make **ONE Collective MOU** for Meal and Rest Break Waivers and Meal Timekeeping!

VMFH announced in January that a massive change to our working conditions was coming on February 1- clocking in and out for meal breaks. As a union we issued a Cease and Desist and Demand to Bargain over these changes, as well as our Meal and Rest Break waivers.

After ten bargaining sessions and four months, on May 26 your Meal and Rest Breaks bargaining team came to an agreement on the Meal and Rest Break Waiver Memorandum of Understanding and the Meal Timekeeping Memorandum of Understanding. These are historic agreements because they specifically apply to 1199NW Members at St. Anne Hospital, St. Clare Hospital, St. Elizabeth Hospital, St. Joseph Medical Center, **AND**, Virginia Mason Medical Center! Together we have set a precedent for common agreements in our system: More power to us!



“Management put these changes into effect **BEFORE** they went to the table to bargain with us. Our team called

management out on this and emphasized that in the future, we need to discuss changes first and then put them into practice. We are going to keep this in mind for future changes to our working conditions.”

-Adil Mohamed, SANH, Sterile Processing

Your Meal and Rest Breaks Bargaining Team:

- ★ Cora Wilson, *St. Clare Hospital*
- ★ Sue Turner, *St. Clare Hospital*
- ★ CJ Gist, *St. Clare Hospital*
- ★ Desiree Castillo, *St. Joseph Medical Center*
- ★ Alisha Colyer, *St. Joseph Medical Center*
- ★ Rene Folk, *Virginia Mason Medical Center*
- ★ Adil Mohamed, *St. Anne Hospital*
- ★ Kelly Patton, *St. Elizabeth Hospital*
- ★ Sherry Tomt, *St. Elizabeth Hospital*



“This agreement illustrates the union difference and what we can accomplish when we come together: one strong agreement for all five hospitals that addresses our Waiver and

Timekeeping issues across all job classes and hospitals in our union. We all fought for and with each other every step of the way during this process and will do the same when it comes to enforcing our MOUs!” **-Kelly Patton, RN, St. Elizabeth Hospital**

Meal Timekeeping MOU

The Meal Timekeeping MOU covers:

- Protecting previously held practices of getting paid for the second meal period when working a 10 or more-hour shift. If you have not previously needed to clock out for a second meal period and got paid for the second meal period you can continue that practice.

Combining Breaks Provisions:

- For covered healthcare workers (direct patient care): Direct patient care workers are legally allowed to combine meal and rest breaks with mutual agreement with your manager. We won the ability to submit for a timecard correction form when combining meal and rest breaks so the entire combined break can remain uninterrupted
- For non-covered healthcare workers (non-direct patient care): With an approved waiver, non-direct patient care workers can take the meal and rest breaks consecutively. We won the ability to use the clock nearest your break area to clock back in after your meal break when taking your rest break directly, reducing interruptions to the longer break
- The ability to address concerns of clocking locations with your manager or the Labor Management committee
- Protecting our rights to bargain when more timeclock changes happen down the road
- Protecting our right to progressive discipline when addressing patterns of timeclock misuse, with recognition that occasional minor deviations will not result in discipline, and no one can be disciplined for accurately recording their meal period.

Meal and Rest Break Waiver MOU:

The Meal and Rest Break Waiver MOU covers:

- Meal and Rest Break Waiving forms, and revocation forms for non-healthcare and healthcare workers. **NOTE: These forms should only be filled out if YOU want one, not because management coerces you to fill one out**
- A process to ensure that all members are notified that they can seek assistance with these forms from the HR department
- Language for digital signatures if the forms ever get transitioned to electronic format

Meal Break waivers will likely be available for your completion soon. Remember: 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.