

IT'S ALMOST TIME TO BARGAIN OUR NEXT CONTRACT AT SEATTLE KINDRED!

As a strong union, we have a say about wages, benefits, staffing, and other workplace issues. We have rights under our contract that protect us and hold Kindred management accountable.

THE ROAD TO THE NEGOTIATING TABLE



OUR UNION WEINGARTEN RIGHTS



"Representational rights are important because having a union rep gives you the tools you need to make informed decisions and to solve problems when management is investigating you! Having a union is important because it stops management from walking all over you. People should realize we can stand up for each other and give ourselves a voice."

— Chisshundra Morgan, EVS

KNOW YOUR RIGHTS: UNION REPRESENTATION DURING INVESTIGATORY INTERVIEWS

Under the Supreme Court's Weingarten decision, when an investigatory interview occurs, these rules apply:

The employee may request union representation before or during the interview. After the request, the employer must choose from among three options:

- Grant the request and delay questioning until the union representative arrives;
- Deny the request and end the interview immediately; or
- Give the employee a choice of:
 - Having the interview without representation or
 - Ending the interview.

If the employer denies the request for union representation and questions the employee, it commits an unfair labor practice, and the employee may refuse to answer.

- Do not resign your position.
- Do not be insubordinate. If you are denied your rights, comply and alert your delegate as soon as possible.

These rights are called "Weingarten Rights." As with all rights, it's up to us to know and enforce them.

If you are called to a meeting with management, the following statements will help ensure that your rights are protected:

"If this discussion could in any way lead to my being disciplined or terminated, I respectfully request that my union delegate be present at the meeting. Without union representation present, I choose not to respond to any questions or statements."

KNOW YOUR DELEGATES AND REACH OUT!



Delegates are respected and trusted coworkers that you elect to help represent you and are the main bridge of union support in our clinics. You should reach out to a delegate if:

- Your manager asks to talk to you about your job performance.
- Your manager/HR says you are being investigated.
- You have a question about your union contract.
- You have a safety, staffing, or general workplace concern or need some additional support in navigating an HR issue.
- You want to help make our union stronger.

DELEGATES AND LEADERS AT KINDRED

- Chrisshundra Morgan, EVS

IT TAKES ALL OF US TO GROW OUR UNION



No union delegate in your department or job class? Feeling disconnected from the union? Do you have a trusted and respected coworker that you would like to nominate to be a union representative?

Reach out to your organizer, **Elissa Nelson** at ElissaN@seiu1199nw.org

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Stay up to date on what's going on in our union and spread the word!

IMMIGRATION RESOURCES: PREPARING FOR AND RESPONDING TO INCREASED ATTACKS ON IMMIGRANT WORKERS



SEIU Healthcare 1199NW stands together for **ALL** workers. No matter where we come from or what language we speak, the working class shares the same goals: living wages, quality healthcare, and a better future for our families.

By standing in solidarity with our immigrant brothers and sisters, we defend everyone's right to fair work and a safe workplace in Washington, Montana and across our country.

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