



UFCW 21 2015 Legislative Priorities

Workers across Washington are standing up for safer working conditions, fair wages, healthier workplaces, and the right to organize. In contract bargains, at the ballot box, and in cities across the state, workers are winning. It is time that state law makers put the needs of Washington workers above corporate greed. We believe that when workers are respected for their labor, those workers and the people they serve are all better off. With action by the 2015 legislature, we can make progress to achieving this.

STANDING UP FOR ECONOMIC FAIRNESS

ADVANCE PAID SICK AND SAFE LEAVE

HB 1356 & SB 5306

Cities and States across the country are recognizing that healthy workers are productive workers. No one should have to choose between working sick or losing pay and facing discipline. It is time to give all workers the right to a day off work when sick or dealing with the consequences of domestic violence.

JOANIE'S STORY MONROE, HAGGEN'S SEAFOOD CLERK

"In grocery, women are often hired into lower paying departments or passed over for management positions. It can be hard — and sometimes impossible — to transfer to better paying departments in the store."



PAYCHECK FAIRNESS

HB 1646 & SB 5630

In our own workplaces we see women denied opportunities for promotions or placement in higher paid departments. Workplace policies that forbid discussion of compensation only further this inequity. The Paycheck Fairness Act would remove some of these barriers by bringing transparency and accountability to workplaces.

RAISE THE MINIMUM WAGE

HB 1355 & SB 5285

Income inequality in this country is higher than it has ever been. We believe that anyone who works hard at their job deserves a paycheck that covers the basics in life—things like housing, food, and transportation. Washington's minimum wage should be raised to at least \$12 an hour.

CLOSE THE WAL-MART LOOPHOLE

HB 1931 & SB 5895

Corporations like Wal-Mart are exploiting a loophole in the Affordable Care Act. By cutting hours, these companies can dump their low-wage employees on to taxpayer-subsidized coverage without a penalty. The Legislature should close this loophole and fine large companies like Wal-Mart for shirking their responsibility.

PATRICK'S STORY SEATTLE, MACY'S MENS' SUITS



"Macy's has been cutting the hours of full time staff. When employers like Macy's and Wal-Mart cut worker's hours to avoid providing healthcare, they are not working in the best interest of their workers or their communities. They are cynically taking advantage of a loophole in the ACA; they are trying to keep workers just low enough so taxpayers will pick up their tab."

PROTECTING PATIENT AND HEALTH CARE WORKER SAFETY

MISTY'S STORY

EVERETT, PROVIDENCE MEDICAL CENTER RN

"Nurses can't protect ourselves from dangerous patient assignments. Without a voice in staffing, our livelihoods and lives' mission is at stake every time we go to work."



PROVIDE SAFE STAFFING FOR NURSES

HB 1733 & SB 5672

Right now, CEOs can and do ignore their staffing committees and cut nurses in favor of six-figure CEO salaries. This bill sets a "Statewide Safety Standard" that ensures hospitals have enough nurses to care for patients and require CEOs to listen when their staffing committees say more staff is required.

ENSURE UNINTERRUPTED BREAKS & CLOSE THE MANDATORY OVERTIME LOOPHOLE

HB 1733

Health care professionals have to be sharp 100% of the time. For too long, healthcare workers have worked 10, 12, or even more hours without a break; mandatory overtime and on-call have become prevalent. These issues extend far beyond emergency situations. This bill requires that hospitals provide uninterrupted breaks, restricts the use of pre-scheduled on-call and prevents using mandatory overtime for non-emergency procedures.

ARIANA'S STORY

RENTON, HAGGEN'S CHECKER



"Passing paid sick leave and raising the minimum wage would change my life. I wouldn't be terrified to call into work over the fear of being disciplined when I'm sick or in pain. It would make me a happier, healthier person, and more able to confidently take care of my customers."

MARIA'S STORY

SEATTLE, LABCORP PHLEBOTOMIST

"I work with up to 100 patients per day and any lapse in concentration can result in harm to the people I am caring for. I'm sorry, but breaks that are taken in 1 or 2 minute increments simply don't cut it. Every time I am required to give up a real break it isn't because of an emergency— it's because my department is not properly staffed. This situation is bad for workers and bad for patients."



STRENGTHENING OUR COMMUNITIES

IMPROVE VOTER RIGHTS

HB 1745 & SB 5668

Communities in various parts of our state have effectively had the power of their vote taken away by unfair, broken electoral systems. The Washington Voting Rights Act will help ensure that every voter has an equal opportunity to elect the candidate of his or her choice.

FIND PROGRESSIVE REVENUE SOLUTIONS

Because of Washington's regressive taxation system and our state's failed corporate tax giveaways, we will once again face a revenue shortfall. Legislators must restore our community safety-net and balance the budget through progressive revenue solutions not by doubling down on regressive taxation.



UFCW 21 is the state's largest private sector union with over 43,000 members working in grocery stores and retail, healthcare, meat processing, and other industry jobs. We advocate for a better life for our members and the communities they live in around the state.

For more information, please contact:
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UNITED FOOD & COMMERCIAL WORKERS LOCAL 21



DEMITRIUS'S STORY

FEDERAL WAY, SAFEWAY NIGHT CREW



"You don't want to be the sick worker getting awkward stares from customers wondering if you're going to get them sick. Legislators need to pass paid sick leave and increase the minimum wage. If I got

paid a higher wage, I could go back to school for my law degree."