



Join the  
**POLITICAL  
ACTION TEAM**  
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The Political Action Team is made up of UFCW21 members that want to make change through political engagement and organizing. We are made up of grocery workers, retail workers, and healthcare workers. For more information, please contact Alex Il, 206-436-6807.



 **UFCW 21**  
a VOICE for working America

**LEGISLATIVE  
PRIORITIES 2017**



# STANDING UP FOR ECONOMIC FAIRNESS

## > 1433 IMPLEMENTATION

Thanks to the hard work of UFCW 21 members and our allies, thousands of workers across the state will be receiving significant raises in 2017 and paid sick leave the year after. We must make sure that the overwhelming intent of Washington voters — to ensure all workers have access to a decent wage and protected paid sick leave — is respected.

## > ENDING UNJUST NON-COMPETE CLAUSES

In an economy where employers are hiring an increasingly part-time work force and many workers are taking second jobs just to make ends meet, non-compete clauses as a condition for employment are causing an unreasonable strain on workers. These unreasonable restrictions should not be allowed in most employment situations.

## > PAYCHECK FAIRNESS

Women who work full time in Washington State still make .80 cents for every dollar earned by men. In our own workplaces, we see women denied opportunities for promotions or placement in higher-paid departments. Workplace policies that forbid discussion for compensation only further this inequity, so policies that prevent these practices and provide more equity for women must be pushed forward.

## > FAMILY AND MEDICAL LEAVE

Whether it is welcoming a new child or caring for a family member with a serious illness, there are occasions when we all need a little more than just a few days off. Unfortunately, most workers in our state have little access to paid leave, if any at all. Paid Family and Medical leave is crucial to ensuring that these life events don't create an unnecessary economic burden on workers in Washington.

## > SECURE SCHEDULING

Workers cannot make ends meet if they do not get enough hours. Workers cannot plan their lives if they have erratic shifts or do not get advance notice of their schedules. Scheduling is not only an economic issue, but a community issue, an equity issue, and a health issue. Workers need stability, predictability and flexibility in their schedules.

# PROTECTING PATIENT AND WORKER SAFETY

## > PROVIDE SAFE STAFFING FOR HEALTH CARE WORKERS

Under current law, hospital CEOs can and do ignore their staffing committees and cut staffing in favor of increasing revenue for their own salaries. Staffing committees need to be heard and provided more merit to insure that there will be enough health care professionals to care for patients.

## > ENSURE UNINTERRUPTED MEAL AND REST BREAKS

Health care professionals have to always be prepared and on top of their game — patients' lives depend on it. Working 10, 12, or even more hours in a row because hospital CEOs didn't staff enough is not good for providers or our patients. Hospital workers need uninterrupted breaks to make sure patients are well taken care of.

## > CLOSE THE MANDATORY OVERTIME LOOPHOLE

It has become the norm for on-call health care professionals to fill in during staff shortages rather than emergency situations. Hospitals need to stop forcing mandatory overtime for non-emergency situations and restrict the use of pre-scheduled on-call. This protection must extend to all health care workers that provide direct patient care.

# STRENGTHENING OUR COMMUNITIES

## > 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.

## > PROTECTING AT RISK-COMMUNITIES

Over the past year, there has been an alarming increase in anti-immigrant, anti-Muslim, homophobic, and racist rhetoric — now coming from the highest levels of our government. These communities are the most at-risk and their voices are most often marginalized. Defending against policies that target these groups and continuing to push our cities and state to become sanctuaries for the most vulnerable must be a priority.

## > POLICE ACCOUNTABILITY

There are serious systemic problems leading to mistrust between our police forces and the communities they are sworn to protect. In order to rebuild the foundation of trust, we need policies aimed at investigating police misconduct, serious accountability measures, and improved training.