

SANTA ROSA MEMORIAL HOSPITAL BARGAINING UPDATE

JANUARY 15, 2016

Big Improvements on Discipline

On January 13, our team reached a tentative agreement with major improvements to the discipline article:

- All suspension / leave will be paid administrative leave no matter the reason or the length of time the employee is out on leave.
- The cleansing period (how long before prior discipline disappears) will move from two years to one year.
- All meetings of a disciplinary or investigative nature will be conducted in a private setting.

- Employees will be given written notice of the need for an investigatory meeting, and that notice shall include the date, time, and location of the meeting.
- The Employer has 30 days to issue discipline from the date the investigation starts (but can request an extension if a longer investigation is needed).
- Employees will be notified when an investigation is closed if there is no discipline.

Union Proposes Limiting Reasons for ROHing

Our committee proposed to stop the practice of ROHing because a department is over budget. ROHing would only be allowed for patient care-related reasons. We also proposed limiting the amount any one person can be ROHed in a pay period. Management did not have a response.

Management Proposes No Changes to Seniority

Where our committee wanted to spell out further uses of the principle of seniority in the contract, management proposed to keep the seniority article the same. Bargaining on this topic will continue.

New Stewards

Recently, several new stewards have been elected by their departments. Here is an up-to-date list.

Denise Tillman	Admitting
Teresa Ortega	Ambulatory Surgery Services
Darrel Moore	ASI Ambulatory Surgery Svcs
Menfil Martinez	Clinical Laboratory
George Burmeyer	Echocardiology
Luis Torres-Garcia	Environmental Services
Gumecindo Gonzales	Lab Outreach
Mary Bloom	Labor & Delivery
Susan Daly	Nursing
Juan Gamino	Nutrition Services
Angelita Alvarado-Smith	Pharmacy
Danielle Donahue	Pharmacy
Lori Secchitano	Pharmacy
Gail Hagen	Physical Therapy
Theron Berry	Radiology — Transport
Josephine Obermayr	Radiology — Scheduling
Jack Nicholson	Radiology — Diagnostic
Anne Beach	Surgical Services

For more information, contact your steward or NUHW Organizer Dennis Dugan at (541) 979-0395.

