



NUHW NEWS AND VIEWS

Seton Medical Center • Seton Coastside

MARCH 2017

Around the union

Here are the latest developments in the union:

Members at **Sutter-California Pacific Medical Center** in San Francisco won a path to staffing relief moments before they were scheduled to testify at a hearing about Sutter's refusal to honor our contract. After dragging its feet on the staffing issue for two years, Sutter finally conceded that an arbitrator can decide whether our nursing units are understaffed.

Members at St. Joseph's **Santa Rosa Memorial Hospital** won a class-action grievance to reverse management's unjust discipline of employees for not completing their online continuing education courses. After we provided evidence that St. Joseph knew that the online program was down and failed to reboot it in a timely manner, management rescinded all related discipline.

Emergency department techs from St. Joseph's **Queen of the Valley** in Napa successfully fought unfair scheduling changes. They sent a letter to the manager and demanded that he not make any scheduling changes until they've had the chance to bargain with him. Upon receiving the letter, the manager informed all ED techs that their current schedules would remain in place.

Dietary workers at **Queen of the Valley** forced management to respond to their concerns about the kitchen renovation and secured a strong agreement that protects their jobs and provides a fair process for arranging schedules and assignments during and after the renovation. Despite management keeping workers in the dark about their renovation plans, NUHW members demanded to bargain over the impact and prevailed.

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NUHW MEMBERS ESTABLISH PATIENT CARE COMMITTEE

In our last contract fight with Seton, NUHW members secured the right to establish and implement the Patient Care Committee. NUHW members are now working with management to build the committee, which will meet for the first time at **2 p.m. on Thursday, March 23.**

This Patient Care Committee consists of six bargaining unit members and six management representatives, who meet to address staffing within all departments, monitor the quality of patient services, and make recommendations to improve work processes and care delivery. Our leaders will have a voice in correcting the poor staffing practices that Seton has been implementing.

If members of the Patient Care Committee cannot reach an agreement on a recommendation, they will refer the issue to a Review Committee – two representatives selected by NUHW and two by the hospital.

The Review Committee can adopt recommendations and communicate recommendations to Seton's administrative director. If the Review Committee cannot come to a resolution, then a mutually agreed-upon third party may be brought in to act as a labor arbitrator. The arbitrator's decision will be treated as final and binding.

If you are interested in participating on the Patient Care Committee or would like more information, contact your steward or NUHW organizer, Laura Watson. This is a chance to get involved and make your voice heard on staffing issues.

REPORTING LEAVE OF ABSENCE TO NEW CARRIER

Kimberly Brackett, Senior OR Technician

As of January 1, 2017 Seton Medical Center and Seton Medical Center Coastside have changed their disability insurance carrier from the Hartford Group to the Cigna Group. When reporting a disability claim or family and medical leave to Cigna, please have the following information ready:

Name	Social Security number	If pregnant, give your expected delivery date
Address	Date of hire	
Phone number	Date of your claim	Name, address and phone number of each doctor you are seeing for this absence
Date of birth	When you plan to return to work	

If you have any questions about this process, call 888-84-CIGNA (24462) to speak to a Cigna representative. You may also contact Seton human resources.

Around the union

continued from front

Petaluma Health Care District selected El Segundo-based Paladin Healthcare to operate **Petaluma Valley Hospital**.

The decision will have to be approved by district voters in an election in June. NUHW members have urged the hospital's elected board to be transparent in searching for a new operator and will continue to monitor this process.

More than a dozen stewards and members at **Salinas Valley Memorial Hospital** attended a training on Weingarten rights. Participants reported that the interactive training was helpful, and they plan to bring this knowledge to their worksites.

A steward from **Los Alamitos Medical Center** in Orange County saved a member's job when she noticed that management was incorrectly counting tardy days that had already been overturned by a grievance victory. The steward succeeded in getting management to rescind the member's termination notice.

After members at **Kindred Hospital Brea** in Orange County repeatedly raised concerns about low staffing and its impact on patient care, management finally agreed to staffing solutions proposed by members, including creating a turn-and-lift team, developing a response system to call lights, and allocating time before each shift for an informal huddle to discuss workload.

Bargaining is underway at eight facilities: UCSF Benioff Children's Hospital Oakland, Queen of the Valley, Mission Neighborhood Health Center in San Francisco, Kindred Hospital Bay Area in San Leandro, Fountain Valley Regional Hospital in Orange County, Norris Cancer Hospital of USC, and Brios Healthcare's San Rafael Health & Wellness Center and Novato Healthcare Center.

WORK-FREE BREAKS NOW MANDATORY

How many times do our breaks get interrupted by a ringing phone, or by a supervisor or manager asking us to help out with something?

As the California Supreme Court ruled recently, "during rest periods employers must relieve employees of all duties and relinquish control over how employees spend their time.... A rest period, in short, must be a period of rest."

WHAT DOES THIS MEAN?

- If you are required to be on call during a break, it's not a break.
- If you get called to work during a break, you must be given another break or paid an hour's pay for not receiving your full break.

While you are responsible for ensuring that you receive your rest breaks at the appropriate time, you must notify your supervisor immediately if you cannot take breaks due to work reasons. **If you or your co-workers are expected to be on call during your break, please contact your shop steward or union organizer, as your employer may be violating California law.**



WEINGARTEN RIGHTS

Your Weingarten rights guarantee you union representation in a meeting with management that may result in discipline. But you **must** request a shop steward or a union representative be present in the meeting. When management calls you into a meeting, ask first:

"Can this meeting or discussion in anyway lead to my being disciplined or terminated?"

If the answer is yes or possibly, say:

"I request that my union steward or representative be present for the meeting. Once they arrive or are available, I'll participate in the meeting."

If the employer denies the request, the employer has committed an unfair labor practice. You have the right to refuse to answer questions. The employer may not discipline you for such refusal.

UPCOMING STEWARD COUNCIL MEETING

NUHW Steward Council meeting

Wednesday, March 15 • 12 – 4 p.m.

DePaul Auditorium • Seton Medical Center

*For additional information, please contact NUHW Organizer
Laura Watson at (510) 220-4578 or lwatson@nuhw.org.*

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