

SANTA RITA • GLENN DYER NUHW UPDATE

FEBRUARY 6, 2017

TAKE THE SURVEY!

Our union is conducting a survey of all union workers to evaluate CFMG's performance as a new employer. Please contact your steward to get a copy of the survey today. We want to hear from everyone!

Stewards Zeny Gutman, Maria Sadri, David Donoho, Kim Tovar, and Blair Behrens met with management on February 3 to discuss our union's grievance over 4/2 scheduling as well as ongoing staffing and scheduling issues. Management was represented by HSA George Heron, attorney Ben Rice, and Chief Operating Officer Cindy Watson.

Settlement Framework Reached on 4/2 Scheduling Grievance

Our union filed a grievance against CFMG because the 4/2 schedule the employer unilaterally implemented did not provide for full-time hours.

For example, a full-time employee working a 4/2 schedule for a whole year could lose up to 128 hours of pay and benefit accruals.

We agreed in principle to a settlement where the employer would calculate any missed hours and provide back pay and benefits. The employer is currently calculating missed hours

for each bargaining unit employee and we expect them to make a formal settlement offer soon. Management has already agreed to schedule employees for the hours required by the contract.

The amount of back pay and accruals for each bargaining unit employee will vary and not all members will receive back pay and accruals. Calculations will take in to account whether or not a worker was on a 4/2 schedule, any PTO used, and the number of weekly hours guaranteed by the contract (40 or 32 for benefitted employees).

Staffing Shortages Continue

Despite a promise from the CFMG CEO and four months of time to get it right, workers still regularly report short-staffing problems, especially in nursing. We raised a recent example of five nursing call-offs on the night shift at Santa Rita as well as a day when one RN had to cover all four houses at Glenn Dyer. Management promised a response in the near future.

If there are not enough RNs and LVNs to get the job done safely and on time, please contact your steward for an objection to assignment form and speak up! Staffing problems that aren't shared can't be fixed!

CFMG Pushes Self-Scheduling

Our stewards once again brought up our concerns about the employer's failure to make fair schedules. Management responded by stating their intent to implement an online self-scheduling program as early as March that will require employees to go online and select their shifts.

We told the CFMG we wanted to bargain over

the specific rules of the self-scheduling program (for example, use of seniority). CFMG refused to bargain.

For more information on the self scheduling program, please contact a steward who was present for this meeting.

For additional information, please contact a steward or NUHW Organizer Dennis Dugan at (541) 979-0395 or ddugan@nuhw.org.

