

3 Reasons You Should Always LiftSafe

1. Unsafe lifting can injure your patient!
2. Unsafe lifting can injure you — even permanently!
3. Unsafe lifting conditions are a violation of hospital policy!

Under hospital policy, it is *your* responsibility to work safely and report safety hazards.

You are prohibited from lifting patients in ways that could endanger their safety or yours. Hospital policy clearly states: “Employees have the right to refuse to perform any task that they feel is not safe.”

Do not risk your safety or your patient’s safety by lifting without the assistance you need.

Instead:

- Lift with assistance. In most difficult lifting situations, you are required to have two or more caregivers, as well as a friction-reducing device, a Patient Lift, or full-body sling lift.
- Tell your supervisor immediately about any hazards or unsafe lifting conditions: “I cannot lift this patient safely. Any unsafe lifting conditions are a violation of hospital policy and of our union contract.” (*Article 17: Health and Safety, see reverse.*)
- If a supervisor pressures you to lift a patient unsafely, notify your director by email and CC your union steward and NUHW Organizer Adam Overton (aoverton@nuhw.org). In your email, be sure to include the date the incident occurred, the name of who instructed you to lift unsafely, and a brief description of the incident.
- Immediately report all injuries to your supervisor and Employee Health.



“Please think before you lift. Don’t cut any corners. The truth is you could become injured for the rest of your life, have to undergo surgery, and could even lose your career. And besides, the patient could be injured as well. Any time there’s a lack of staffing, or a supervisor pressures you to lift without assistance, you have the right to say NO, and to wait until you have the assistance you need. Please remember to LiftSafe!”

— Victor Martinez
Patient Care Committee

OUR PATIENT CARE COMMITTEE

Victor Martinez, Float Pool
Mailinh Nguyen, Float Pool
Dave Seboldt, Plant Maintenance

Have a question or concern for our Patient Care Committee? Contact us via aoverton@nuhw.org.

OUR UNION CONTRACT PROTECTS US!

Article 17 of our contract says, in part:

The Facility has the obligation to provide a safe and healthy environment for Employees and patients. The Facility shall comply with all applicable federal and California laws and regulations pertaining to occupational and general safety and health standards.

Reporting of Health and Safety Hazards by Employees

It is the duty of all Employees and Management to comply with health and safety regulations, and if any safety or health hazard is detected by an Employee, the Employee shall promptly report it to the Facility and the Facility shall take prompt positive measures to remedy the situation. The Union shall promptly notify the Facility of any potential health and safety hazards, violations or problems of which it is aware and the Facility shall take prompt positive measures to remedy the situation. No adverse action shall be taken against any employee for reporting health and safety concerns to the Facility, to the Union or to Federal or State authorities.

— *from Article 17: Health and Safety*