



NUHW PULSE

SETON MEDICAL CENTER AND SETON COASTSIDE

APRIL 2018



STAFFING, EQUIPMENT ISSUES IN TRANSPORT

After two full-time transport workers retired years ago, their positions were never filled. People go on leave and then we are burdened with a heavier workload that can compromise our safety and the safety of our patients. We believe hiring two per diem employees for high-volume days will make our workload easier and help with safety and patient care.

We need management across all departments to help with equipment control and storage so that equipment can be made available when we need it. As transport workers we are often hunting down equipment like gurneys and wheelchairs. It can take up a lot of time and affects patient care and impacts patients' comfort and experience.

With difficulty in tracking down gurneys, we often have to transport patients by bed which is exactly what management tells us NOT to do.

In the weeks to come we hope to meet with management to discuss solutions to our concerns. If you have any ideas about equipment control and patient transport let us know when you see us.

COASTSIDE CNAS PUSH FOR BETTER STAFFING

While all the workers at Seton Coastside work hard for quality patient care, the day shift often has the most responsibilities and requires more CNAs to staff the shift. During the day, patients require bathing and movement and recreational activities. Often patients have appointments outside of the center. Unfortunately, CNA staffing is not always adequate to cover all of these activities.

On March 29 at Coastside, many of the day shift CNAs met with Mary Meeko to discuss workload issues. They requested more CNAs to be available to cover the many changes in workload that can happen throughout the day. The day shift members requested 14 CNAs on the

floor at all times, plus one to handle appointments and other issues as they arise. They also stated that RNs need to go to the floor to maintain coverage when other staff are pulled off the floor to be a sitter or for appointments. At the meeting with Meeko, the CNAs also reiterated the need to assign OT hours by following the contract and assigning additional hours rotating by seniority. While Meeko made no commitments, the CNAs see a great opportunity to organize to get the staffing levels we want.

Aries Sarte, who attended the meeting, has also decided to be a shop steward and will be passing out a petition for his election.

SETON MEMBERS RE-ELECTED TO NUHW EXECUTIVE BOARD



NUHW just held its Executive Board elections, which are held every three years. Members re-elected Sal Rosselli as president of NUHW and elected Dan Martin as secretary-treasurer. Members also elected vice presidents from each of NUHW's major facilities across the California. Seton NUHW members re-elected Amiame Fanaika and Suad Husary to the Executive Board.

According to NUHW's Constitution and Bylaws, "Stewards shall be re-elected or reconfirmed by a vote of the membership in their work area every three years." Therefore, in the coming weeks, stewards who have not been elected this year will be collecting petitions for their re-election. By doing so, we get to reaffirm stewards commitment to this important role and strengthen steward program and member representation.

AROUND THE UNION

Caregivers at Brius Healthcare's **Novato Healthcare Center** voted 96 percent to ratify a three-year contract that includes improved healthcare and vacation benefits, more sick leave, a performance bonus, protection against unjust termination, and 7 percent wage increases over the life of the contract.

Members at **Providence Tarzana Medical Center** rejected the employer's wage increase and are expecting a better offer in their next bargaining session.

Members at the University of Southern California's **Keck Medical Center** and **Norris Cancer Hospital** are negotiating their first contract as a single bargaining unit.

Bargaining continues for seven **Kaiser biorepository workers** in Berkeley, for workers at Prime's **West Anaheim Medical Center**, and for workers at **Kindred San Diego**.

Bargaining for **Sodexo** workers at **Lakewood**, **Los Alamitos**, and **Fountain Valley** medical centers has been moving slowly, but members are preparing to discuss wages and benefits at the next sessions in mid-May.

Several new NUHW units just started bargaining recently. **Richmond Area Multi-Services** in San Francisco have presented all of their proposals except wage scales, which they expect to finalize soon. Members at **Elk Grove School District** just outside Sacramento presented all of their proposals at the first session. Members at **Dominican Hospital** in Santa Cruz and **Janus of Santa Cruz** have completed two bargaining sessions each.

And several units are preparing to begin bargaining soon: **The Sequoias**, an assisted living facility in Portola Valley; **North American** nursing homes in Northern California; and three of our Kaiser units — **IBHS**, **Psych-Social**, and **Healthcare Professionals** — are gearing up for bargaining scheduled to begin this summer.

BE SURE TO TAKE ADVANTAGE OF OUR SPECIAL TRANSPORTATION EXCEPTION

Upon seeking medical care this year, several Seton NUHW members who should have benefitted from the Special Transportation Exception (described in Section 21B6 on page 40 of our union contract) found that they were charged for seeking medical care.

In case you are unaware of this important benefit: for those who live outside of 35 miles of a Verity facility or have to cross a bridge to receive medical care, the Special Transportation Exception allows access to care at the same cost of the Verity EPO Tier 1 benefits at non

Verity facilities within the BlueShield PPO network.

After reporting to shop stewards and the union representative, Verity worked to overturn members charged in error for seeking medical services within the territory subject to the Special Transportation Exceptions. Verity is updating its database of zip codes of workers that will be subject to the STE. However, it is important to remain vigilant. If you have a question about a costly medical bill please bring up with your shop steward or union representative.

LTD AND LOSS OF DUAL COVERAGE

Many members have noticed on their paycheck stubs the item "LTD" under their taxable income. This item is listed in error and union representatives have brought this issue up with HR and Management to get fixed. Unfortunately, HR claims that there has been a high level of turnover in payroll to fix this issue. If you see on your paycheck stub an amount for LTD listed under taxable income please bring it up with your shop steward and union representative.

Similarly, Seton NUHW members who have been subject to dual coverage in the health benefits have noticed charges upon receiving dental and vision care. Management is investigating as these charges appear to have been done in error in violation of our union contract. If you see such charges as you seek vision and dental care please bring up with your shop steward or union representative.

WE NEED MORE STEWARDS!

It's been exciting to see new and returning shop stewards take up greater leadership at Seton. Several new shop stewards, including Richard Fox of Dietary, Kathryn Stoner of Radiology, Lani Tinio of Admitting, and Adela Melara of EVS, have all stepped up to take part in meetings with management to defend members in investigatory meetings and ensure they are treated fairly, propose changes in hospital policies, enforce our contract, and hold

hospital management accountable.

While we have increased the number of stewards, we still have many gaps in leadership, gaps that will be important to fill in as we approach our contract campaign for next year. Many of the floors and several departments, including ER, OR, Mammology, and Medical Records, could benefit from active stewards who can share union updates and help enforce our contract.

For more information, contact NUHW Organizer John Avalos at (415) 359-8367 or javalos@nuhw.org.