



NUHW PULSE

SETON MEDICAL CENTER AND SETON COASTSIDE

NOVEMBER 2018

PATIENT CARE PREDICTABLE STAFFING UPDATE

The closure of the 10th floor, opening of the 9th and the low patient census has made it harder for patient care staff to maintain their shifts and working hours. In implementing these services changes, the hospital made up its own rules around staffing — changing past practices and failing to follow the seniority rules spelled out in our contract. Resolving this problem has taken delicate work to both protect long term staff's seniority, while ensuring that newly hired staff on the 9th floor get enough work.

NUHW CNAs and LVNs initiated a campaign to restore predictable staffing. The campaign featured petitions, stickers, delegations and ultimately a meeting with management and Human Resources to get them to honor our contract and to create a predictable staffing plan. After that meeting, the staffing office started to honor seniority. It has also begun working toward providing the new 9th floor staff with options for training and to fill in on other floors and at Coastside where there are shortages. Stay tuned for updates as the campaign for predictable staffing is still ongoing.

SAVING SETON MEDICAL CENTER

NUHW has been partnering with all possible stakeholders to save Seton Medical Center and Seton Coastside from potential closure. About three dozen NUHW Seton members actively participated in an October 11 community forum held by local elected officials who are working to keep both Seton facilities up and running.

Organized by the San Mateo and San Francisco County labor councils, the forum featured numerous heartfelt statements of support, but local leaders didn't provide a detailed plan for saving the Seton facilities. Toward the end of the forum, Amiame Fanaika, a Seton shop steward, called out the elected officials on their lack of specific proposals. The next day, Supervisor David Canepa announced that he would convene a working group to "Save Seton" involving leaders from both San Mateo and San Francisco counties. Shortly afterward, the San Francisco Health Plan announced it would partner with Seton Medical Center and Seton Coastside, providing financial support and access for San Francisco residents.

Union representative John Avalos will be participating in the working group and helping to steer the body towards meaningful progress in keeping Seton open.

PTO PAY OUT: PAYROLL PROBLEMS MOUNT

Payroll has had several mix-ups this year involving worker benefits, hours and compensation. Our union stewards have been active in seeking accountability from Seton and its corporate parent, Verity Health.

However, payroll irregularities have only increased since Verity filed for bankruptcy. The bankruptcy court temporarily froze paper checks and has disrupted other forms of compensation, including compensation protected by our union contract, such as severance pay and overtime.

The latest payroll irregularities involve unexplained increases in union dues and the disruption of PTO Cash Out. Many members have relied on the October PTO Cash Out to provide a late year wage bump or prepare for the holiday season. Seton Human Resources says they will follow up on reports of irregularities to PTO Cash Outs and verify what can be paid out under bankruptcy. If you have experienced irregularities with your payroll or with your PTO Cash Out, please contact your steward or union representative John Avalos.

ELECTION DAY: TUESDAY, NOVEMBER 6

Remember to vote in the midterm elections! Our federal government works best with checks and balances. It is essential to our democracy that congress can provide a counterpoint to the presidency. Look for the NUHW voter guide we mailed out a few weeks ago, or see our union's endorsements online at NUHW.org/endorsements.

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