



NUHW PULSE

FOUNTAIN VALLEY REGIONAL HOSPITAL

DECEMBER 2018

Third time's a charm for Sylvia Ramos

FVRC MANAGEMENT CUTS STAFFING — PATIENT CARE AT RISK

Ever since JCAHO ended its inspection, management has reduced staffing and put patients at risk.

Management changed the staffing matrix and, in some areas, reduced staff, then -- adding insult to injury -- didn't even staff at the new matrix levels, let alone the previous levels. Management reduced the number of nursing assistants and unit secretaries. As a result, people are being flexed or floated at unprecedented levels.

Here's what we are doing to stand up for our patients:

1. Enforcing our old matrix by advising management that, each time they assign us more than 10 patients, care will be compromised
2. Signed petition to protest and will be meeting with management
3. Not agreeing to float unless we are oriented to the unit
4. Documenting unsafe staffing levels by filling out assignment despite objection forms

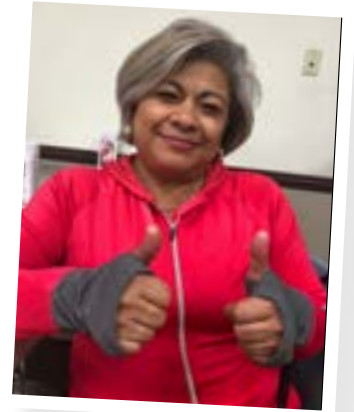
"It's sad that once JCAHO leaves, management turns it's back on patient care, we plan to stand up for our patients", said Jody Ponkilla, CNA, shop steward.

After trying multiple times to get a higher paid position, Sylvia Ramos finally got it! Here's her story, in her words:

I've worked at Fountain Valley for 20 years as a CNA in the OR. Before we had our union contract, I applied many times for the anesthesiologist tech position and was passed up, even though I had been here for a long time.

In the past few months, a position once again opened up. I applied, but I was nervous. I thought they would pass me up again. I contacted our union to learn more about the process and what rights I had.

Our organizer explained what our contract said and how it worked. During the process, we had a couple issues that came up .and I was concerned that I might not get the position, or it would be



delayed.

In the end, I got the job!

By the way, because of the terms of our union contract, I also got a 20% wage increase! I am so happy after waiting so long for a chance to improve my situation. I'm now going to school to learn even more.

Congratulations, Sylvia!

All CUTS HURT

Safe patient care is not possible. We cannot turn patients as required, we cannot feed patients as required, we cannot take vital signs as required, we cannot bathe patients as required. Call lights go unanswered. No one is at the desk to answer calls. Patients are in pain unnecessarily. Monitored patients are not adequately staffed.

Kaiser mental health professions go on statewide strike for staffing improvements

More than 3,500 NUHW members who work at Kaiser Permanente mental health clinics throughout California have begun preparations for a statewide strike as Kaiser refuses to improve access to mental health care.

Kaiser has a well-documented history of violating the state's Mental Health Parity Act, which requires health plans to provide mental health care services



that are on par with medical services. California's Department of Managed Health Care fined Kaiser \$4 million in 2013 for denying timely mental health care appointments, falsifying appointment records to conceal illegal delays and providing members with misleading information about the care available to them."

Now NUHW Kaiser members are standing up and fighting back!

NUHW-ENDORSED CANDIDATES WIN MIDTERM ELECTIONS

NUHW members did hundreds of shifts volunteering to get out the vote especially in Orange County where — in a stunning achievement — every congressional seat was won by pro-labor candidates.



Orange County's newest Congressional leader, left to right: Harley Rouda, Katie Porter, Gil Cisneros, Mike Levin.

HAPPY HOLIDAYS FROM YOUR SHOP STEWARDS

On behalf of the NUHW Shop Stewards we wish you a happy and safe holiday season! This year more members became active in our Union, and next year, we will begin planning for our new contract which expires in May 2020. We look forward to working with you to continue to make progress and raise standards for our profession.



Josh Jesus
Katie Le
Monique Tu
Jorge Sermenio
April Hughes
Max Nathaniel
Maxwell

Michelle Riggins
Glenn Sagun
Dave Seboldt
Gilbert Alvarez
Binh Pham
Jody Ponkilla

Hannah Le
Ron Rosano
Catherine Ewing
Phyllis Gallagos
Mailnh Nguyen
Michael Hsu
Salvador Ordaz

Justin Evans
Jackie Sandoval
Greg Hestor
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