

PTMC: RESPECT THE SUBCONTRACTING BAN AND STOP HOLDING UP OUR CONTRACT!

Our union contract has a ban on subcontracting, which means that our work is to be done only by PTMC NUHW members. This protects our jobs, and ensures that our patients get the best quality care possible because we know our hospital and community best. But hospital administration and Biomed Director Keith Dahl have violated the union contract. They are subcontracting some of our work to enBio Corporation, an outside contractor. We filed a grievance on February 7 and met with management on February 15. They have to respond with a resolution by February 25.

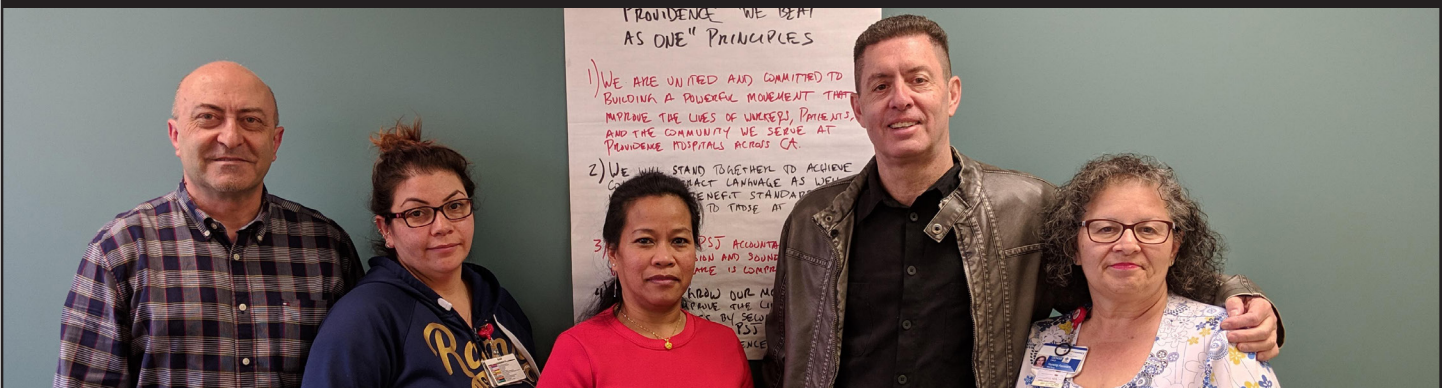
ARTICLE 22 - SUBCONTRACTING

“The Hospital shall not subcontract any bargaining unit work without mutual consent during the term of this Agreement.”

Join us on February 19 as we confront COO Nick Lymberopoulos and CEO Dale Surowitz about their violation of our contract.

We will meet in the cafeteria at 11 A.M. for a discussion before walking together to their offices.

STEWARDS



Denise Cruz, MS 4
George Mirzhakian, Facilities
Jackie Morales, ER
Julia S Thompson, CVU

Keith Zolezzi, Radiology
Maria Rendon De Jesus,
Labor and Delivery
Michelle Bitolas, Radiology

Michael Rivera, Respiratory
Myrna King, FANS
Rafik Mesropyan, Bio med
Roberto Aguilar, Admitting

NUHW NATIONAL UNION OF
HEALTHCARE WORKERS

For more information, please contact NUHW Organizer
Carolyn Gomez at (626) 261-3569 or cgomez@nuhw.org

LETTER TO HOSPITAL ADMINISTRATION



NATIONAL UNION OF HEALTHCARE WORKERS

February 15, 2019

Dear Providence St Joseph's Tarzana Hospital Administration,

We are writing to you about serious concerns that we feel are being ignored at this time. Providence Tarzana management is flagrantly violating the terms of our collective bargaining agreement, while also deliberately delaying its obligation to review agreed-upon contract language. Such disregard for the rights of the members of our bargaining unit will not go unaddressed.

Subcontracting the majority of the Biomed work to Enbio is an affront to our entire bargaining unit and flagrantly violates our Collective Bargaining Agreement, specifically Article 22. Currently there are more Enbio-employed technicians working in our hospital than there are Providence-employed Biomed technicians. Having outside, unvetted contractors who are not familiar with proper conduct with respect to patient safety has already led to potential safety and HIPAA violations. It is current practice that PTMC senior Biomed technicians are not given the access codes to sensitive equipment such as anesthesia machines, yet third-party subcontracted workers have been granted unfettered access to the Neonatal Intensive Care Unit (NICU) and other locked intensive care units. Also, it is unclear whether the outside Biomed technicians have the necessary certification to be working on high-risk equipment, such as NICU ventilators and other respiratory and surgery equipment. We are concerned that high-risk equipment is not being properly maintained for high-risk patients.

In response to these and other concerns, NUHW Stewards issued a Cease and Desist letter and filed a grievance on February 7th. The grievance meeting took place on February 15; we expect the PTMC management to correct this problem, make affected employees whole, and take steps to clarify how such a glaring violation of our agreement will never occur again.

Additionally, PTMC's bargaining team and specifically Providence Attorney Brady Mitchell agreed to a deadline of December 2018 to send us a draft of the tentative agreement, the language of our contract, so that we could print them and distribute to our fellow NUHW members. When everyone has access to our contract it is easier for both parties to follow the agreement. Unfortunately, Brady and other PTMC managers have for months ignored our communications about this. To us, this indicates not only a disregard for the collective bargaining process generally, but for us as Providence employees specifically. We are demanding that Providence stop holding up our contract.

Signed,

PTMC NUHW Stewards