



SEPTEMBER 2019

NUHW PULSE

CALIFORNIA PACIFIC MEDICAL CENTER

Welcome

Welcome to the first edition of the CPMC newsletter, your source for updates on your union your department, your contract, and more!

WE NEED TO IMPROVE OUR CONTRACT!

Our contract expires April 30, 2020. What would you like to see in your next contract? A better healthcare plan? Higher wages? What about a better retirement plan?

Whatever you would like to see in your next contract, it starts with figuring out what's most important to the majority of our co-workers. Next, we elect a bargaining committee, vote on our bargaining platform, and then we fight for the contract we deserve!

Ask your steward for a bargaining survey. You can return your completed survey to a steward or contact your NUHW organizer, Kijani Edwards, at (501) 412-1676.

CPMC CEO BROWNER VISITS EVS DEPARTMENT

Warren Browner, MD, CEO of CMCP, recently made a rare visit to the EVS department. He asked our members about their concerns within the department. Most of our members were thrilled to know he was concerned but wonder if he will follow through with any of the commitments he made to see to it that things improve. Stewards across all departments decided to address Dr. Browner in the is open letter:



Dr. Browner with steward Maria Valencia

Dear Dr. Browner:

We were thrilled to hear news of your recent visit to EVS department and your concern with working conditions. We were even more thrilled to hear that you made commitments to correct many of the issues that are widespread in the department.

If you were to visit all departments you would find out that the issue of short staffing continues to affect us all. Nursing assistance are unable to give adequate care to patients, as one nursing assistant is often required to care for 36 patients. We are copying this letter to the Director of Nurses, since ultimately and legally they are responsible for the total care of patients in the Medical Center. In addition, surgery cases are often late because of short staffing in the department. Furthermore, it's alarming that the housekeeping department is being asked to clean an OR after surgery in fewer than 15 minutes to accommodate another case immediately following.

The food service department consistently delivers cold, late food to patients; not because the employees are slow, but because one food service assistant has to do multiple assignments at once and ARAMARK can't seem to adequately manage the department. It's a wonder how the Food and Nutritional Services department is so disorganized with the dozens of managers and supervisors in the department.

Dr. Browner, we appreciate your concern about these matters and we urge you to reach out to our union leadership, your employees, to talk about your plans to make sure improvements are made for your employees and patients.

*Thankfully,
NUHW*

POST RE-BID MEETINGS

Management committed to meet with us three months after the opening of Van Ness Campus to discuss how the latest rebid affected us. Every department reported being badly understaffed. Management made commitments to respond to our concerns within three weeks time. As time ticks on and workloads continue to grow, your stewards recommend the following tips:

Do what you can. No matter how many “complaints” you get, your manager cannot discipline you because you couldn’t finish an impossible task.

Take all of your breaks and lunches on time. You are entitled by law and your contract to take all your break and lunch periods. It’s not your job to take a late lunch or skip it all together in order to finish your assignment.

Do your assignment EXACTLY the way its written. Many people take shortcuts in order to finish their whole assignment for the day. Make sure you follow every detail of your assignment. Whatever is left undone at the end of your shift is CPMC’s problem, not yours.

REMEMBERING ELOISE REESE-BURNS, CHAMPION FOR PATIENTS, CAREGIVERS

Eloise Reese-Burns, who devoted her life to caring for her patients and standing up for her coworkers, died this month following complications from a stroke. She was 80.

Reese-Burns was a longstanding member of NUHW’s executive board and one of the longest-tenured health care workers in California. She started working as a nursing assistant at Woodland’s Cottonwood Post Acute Rehab Center in 1972, and was still commuting to work from her home in Marysville when she suffered a stroke earlier this year.

“Eloise was a model caregiver, a model co-worker, and a selfless leader,” NUHW President Sal Rosselli said. “She radiated strength and dignity. In the toughest of times, she never flinched, and always fought for what was right.”

Reese-Burns said she got her “union strength” from her father, a World War II veteran with the Tuskegee Airmen. “He said, if it’s right, and you think it’s right ... fight for it,” she recalled in a video made by NUHW.

At Cottonwood, Reese-Burns helped her co-workers fight for better pay as well as more staffing and supplies. As a union leader, she fought against the SEIU trusteeship, and helped start NUHW as a member-driven alternative.

“When you violate one of our rights, you’ve violated them all,” she said. “That’s what unionism means.”

While Reese-Burns never shied away from conflict, she will be remembered most for how she nurtured patients and co-workers. “A leader has to care; A leader has to mentor ... A leader has to hold hands,” she said. “We’re taking care of human beings, and to do that work, you have to be compassionate.”



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For more information, contact NUHW Organizer Kijani Edwards at (501) 412-1676 or kedwards@nuhw.org.

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