



SEPTEMBER 2019

NUHW PULSE

WEST ANAHEIM MEDICAL CENTER

2019 WAGE INCREASE UPDATE

The increase will come into effect on October 6; every hour worked after this date will be compensated at the new wage rate. It is expected that this increase will be reflected on pay day of October 25.

Full-time and part-time will be placed on the wage scale based on their years of experience in their classification, or shall receive a 3 percent wage increase, whichever is greater.

Per Diems shall receive a 3 percent wage increase.

For more information review **Article 13 2019 Wage Scale** of your NUHW contract.

MEET YOUR NEW STEWARD!



RIYADH KHABEER
RESPIRATORY TECH

UPDATE ON LVN CANCELLATION ISSUES

Stewards Jeanne Waite and Bernadette Laroya (pictured) worked closely with NUHW representatives to investigate the case of cancellations out of order affecting LVNs in the BHU. Analysis of the data provided by the HR department showed that Management had been cancelling LVNs incorrectly since March, 2019.



Bernadette Laroya, LVN, BHU

We are excited to report that the wrongful cancellations of LVNS in the BHU has been nearly eliminated since July 7.

The last cancellation out of order allegation was made on September 4; it seems that this cancellation was out of order as well. The next step is to work with HR to stop cancellations out of order once and for all.

PATIENT CARE COMMITTEE REPORT

BY TAMMY TINDER

Jeanne Waite, Nico Fanello, and I attended the second Patient Care Committee meeting to discuss several concerns that have been brought forth by our members. Hospital representatives in attendance included Barbara Tenneson, CNO; Frank Amato, HR Director; Albert Rivas, Manager of Respiratory; and Candace Maciel, Director of Radiology.



Tammy Tinder, Jeanne Waite, and Nico Fanello

One concern we discussed was the transporting, lifting, and moving of patients to and from the radiology department, and how procedures could be improved to reduce employee injuries. NUHW Stewards and WAMC representatives agreed there was a need for an official outline that would include department staff phone numbers of personnel available to assist in moving patients, and steps to follow should no one be available to assist in transporting and/or moving patients upon informing Terri Linder or Candace Maciel of the

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OPEN ENROLLMENT ADVICE

BY JEANNE WAITE, LVN

The WAMC Patient Care Committee met with hospital Management on September 6. We have made multiple requests for a presentation on medical insurance to help us help our coworkers better understand our benefits.



Human Resources has not been able to provide a date for the presentation. However, Open Enrollment is coming up, and there will be representatives available during that time to answer any questions you have. Management recently met with Corporate and will soon announce dates for Open Enrollment. We advise you to make an appointment with a representative at that time if you need more information.

For now, HR Director Frank Amato has offered to assist anyone who has questions or concerns about their insurance, such as approvals, denials on pressing medical issues.

PATIENT CARE COMMITTEE REPORT

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problem. This alone would be extremely helpful for late afternoon, evening and graveyard shifts, when they are fewer people working.

We also discussed how to document delays in patient care when lack of lift and transport help is not available. It is critical that all radiology staff document any delay or difficulty in the lifting and/or transporting patients to prove the need for additional personnel.

It was discovered that the CT exam log book is no longer an option for documenting delays; however, everyone agreed on an alternative: using the shift hand-off communication form. For the time being, please use this form to log any delays in patient care. Be sure to include the time, date, reason for the delay, length of the delay, and number of attempts to get assistance.

Committee members also discussed having a hooyer lift from Radiology available for staff to use when moving large patients. Finally, we stated that staff from all shifts should be regularly trained and refreshed on proper body mechanics when lifting patients and the proper use of all lifting aids.



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For more information, please contact NUHW Organizer Isacc Ramirez Perez at (626) 391-8224 or iramirezperez@nuhw.org.

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DO YOU KNOW YOUR WEINGARTEN RIGHTS?

Weingarten rights are your right to union representation in any situation involving potential disciplinary action; however, it is **YOUR** responsibility to request representation.

