

CALIFORNIA PACIFIC MEDICAL CENTER

# CNA Labor-Management Meeting Report

We met with management on July 26, 2024.

Attendance:

NUHW: Maricar, Annalisa, Margarita, Ralph, Joaquin, Tania

Management: Nidhi, Michael, Jessica

**Floating protocol:** We suggested that a rotation binder system, which works well in a few units, be implemented throughout so the acuity of patients the floaters look after is evenly distributed based on a system and not favoritism. The standard practice, for years, was to rotate sitters and floor assignments. Management responded that they need to have further discussion and are concerned are that the practice may not work in all places.

**Float Pool availability:** We shared our concerns that the CNA float pool is unevenly distributed, and supervisors do not have access to the float pool list and must depend on help from supervisors from Van Ness. We also informed management was also informed that Rehab unit at Davies is regularly used as a float pool in a way that is not ideal, perpetuating a culture of favoritism. Management did not have a response and said they will look into it.

**Favoritism on overtime and assignments:** We also talked about RNs being assigned to be sitters, even on double time, which leaves CNAs to do nurses' work for CNA pay. Management pushed back and said it is their prerogative based on the matrix and assessment of the charge nurses. Specific examples were provided where that was not an ideal situation because there are times when RNs should be sitters but so far it is occurring based on favorability by charge nurses. Charge nurses do not have the authority to assign overtime but the supervisors don't seem to be doing their due diligence. There is no consideration given to the census and work distribution. The lack of teamwork, favoritism, and division is causing distress to CNAs. Management responded that they will have to provide education to their managers if that continues to happen.

**Bumping:** We talked extensively about bumping. The employer said that no one owns an assignment, and it is within management's purview to assign as they see fit to ensure continuity of patient care. The switching of units and mismanagement of assignments that causes overstaffing in one place and understaffing in another, however, is a separate issue. Management said they will investigate it and advise supervisors to assign shifts properly and not promise shifts to anyone.

**CNA certification renewal:** The number that needs to be on the paper is not being printed, causing problems with license renewal. Management will try to remedy that immediately.

**Other issues:** Some workers were bumped and told to go home, missing out on the 4th of July holiday pay. Management showed willingness to remedy this immediately.

**The next CNA Labor-Management meeting will be held at the Davies Campus on Wednesday, September 4 at 8 a.m.**

*Questions? Want to get more involved in your union? Call NUHW Organizer Joaquin Recinos at (415) 770-4405.*