

CALIFORNIA PACIFIC MEDICAL CENTER

COVID-19 BARGAINING UPDATE

MARCH 25, 2020

NUHW Stewards and Union representatives held another call with management regarding the on-going issues related to COVID-19 on March 24. Our demands:

- *Provide each employee with 128 additional hours of paid administrative leave, to be used for COVID 19-related absences.*
- *Eliminate any waiting periods for ESL.*
- *Provide staff with access to masks and other PPE, and testing upon request.*
- *Give staff who are considered non-essential (SPD, Surgical techs, etc.) the choice to work their hours outside their department or use PTO and stay home.*
- *Provide proper training to anyone asked to work outside their scope.*
- *Ensure proper staffing on the nursing floors to account for increased patient volume and acuity.*
- *Implement social distancing protocols to the extent possible.*

During the call, management said they are willing to offer 80 hours as an additional benefit. We asked for a document of how the 80 hours would be made available to workers. We also asked specific questions about the labor pool, and asked management to provide us with a list of all impacted employees.

Finally, several members shared examples of management's complete failure to communicate accurate information in a clear and timely manner. Some particularly egregious examples:

- **Reporting Pay.** A manager in SPD told workers in the Labor Pool that they could be sent home after reporting to work without pay. The representatives of CPMC said that was incorrect and any employee who reports as scheduled is to be offered work or pay for their full shift. They said they would follow up with managers to correct the error.
- **Poor Communication.** Food Service workers who were placed on furlough for 14 days due to exposure were suddenly told to report to work after only 3 days of furlough. Managers made no effort to communicate to these workers of the workers who would be working with them why the change was made. CPMC agreed that they were wrong and would follow up.
- **Exposure to COVID-19.** Management failed to inform Van Ness OR employees of exposure to COVID-19 by a physician. It was only because one employee insisted on her rights that the employee was furloughed. Management will follow up on why such a huge mistake by the employer could occur.

Our next COVID 19 call will be Tuesday, March 31 at 4p.m. We made it clear we expect management to provide us with responses to our demands, and that managers must begin communicating with employees regularly and accurately about safety protocols.

KNOW YOUR RIGHTS!

- *If you show up to work, you are entitled to your full shift or pay.*
- *Sutter must continue to follow seniority when it comes to assignments and floating.*
- *EVS workers have been treated disrespectfully by some managers when it comes to providing their services to patients in isolation. All workers should be provided with the same protective equipment that nurses receive when cleaning those rooms.*

NUHW NATIONAL UNION OF
HEALTHCARE WORKERS