

CALIFORNIA PACIFIC MEDICAL CENTER

EVS Labor-Management Meeting Report

We met with management on July 18, 2024.

Attendance:

NUHW: Catalino, Dewanda, Stephanie, Nora, Alex, Joaquin, Ralph, Tania

Management: Terry Christiani, Will

Overtime Book: Management reiterated from the previous meeting that the book is open for 7-10 days per quarter and it is kept inside of the office for safekeeping. Some questions were raised about the transparency of the list, so management assured us that when they are informed of discrepancies in providing overtime, they ensure that workers are made whole. Management also responded to some concerns about the wrong book being used by supervisors by promising to look into it. Management recommended that Will is made aware directly of the exact day and who was skipped for OT for the mistake to be rectified.

Uniforms: The vendor will be coming on July 27 and 28 from 10 am to 3 pm for measuring. The vendor was delayed due to COVID.

Relief Positions: Management talked about overtime being awarded based on need and it was explained to them that replacing an eight-hour shift of someone calling out, filled with four hours of overtime causes an overload. No resolution was reached.

Foreign Language: Management said that they reviewed the current policy and for protection of patient safety and security, they ask that employees communicate in common language —English. They added that they respect everyone's right to speak their language, but everyone should be conscious of the parameters. They emphasized that everyone should keep in mind to speak appropriate business language over Voicera to avoid confusion or miscommunications.

Posted Positions: There has been a lot of concern about issues related to positions. Management provided some clarification about the process on their end that includes a leadership panel that reviews all the requests that come from Will about postings. The panel convenes every other week. When it is approved, it comes back to HR and it takes a day or two for HR to approve. Someone being on vacation may have caused some recent delays but the process commonly takes about 30 days.

A related persisting issue concerning the PAC campus was discussed and management suggested moving on from the issue because the manager who unfairly awarded the position is long gone, and their managers now are given training to not repeat the same mistake. They acknowledged the mistake on their part but insisted that the workers who were awarded those positions have had them for four years and it will cause a disruption to the workforce to change anything in this regard.

Management ultimately assured us that they will post positions as they come up and that they are working to get the workers' confidence back on this issue.

The next Labor-Management meeting will be held on Tuesday, August 20 from 10-11 a.m.

For more info, contact NUHW Organizer Joaquin Recinos at (415) 770-4405 or jrecinos@nuhw.org.