

CALIFORNIA PACIFIC MEDICAL CENTER

# Food Services Labor-Management Meeting Report

We met with management on July 18, 2024.

Attendance:

NUHW: Joaquin, Ralph, Greg, Kevin  
Management: Terry, Susan, Rupa, Laura

**D-6 position:** Concerns about the lack of understanding of this assignment were raised and management said that due to COVID, there has been no need for this position at Davies campus. Management will work with the stewards and the impacted worker on figuring out a longer term, permanent assignment with guaranteed hours so it does not cause any “bumping” in the unit. Discussion on the subject will continue in the next Labor Management meeting.

**D-9 positions reinstatement due to workloads:** Management responded with a willingness to shift some tasks and possibly bring back D9 with a different capacity so the heavier assignments can have some relief.

**Meal vs alternatives:** There was a discussion on food waste and limited food options for workers. We suggested a stipend equivalent to that of Doctors and management responded with possibly making a second meal option available to workers. Discussion on the subject will continue in the next Labor-Management meeting.

**Posting of Temp positions to help with workload:** Management clarified that they post Temp positions in case a worker goes on a leave of absence, and they don't post for the temp position again. They claimed there are no workers on a leave of absence currently and thus, no need for temp positions.

**Irregular work assignments causing workload issues:** Management claimed that this issue is only prevalent in one campus and is not occurring regularly. They said it happens once a month or so. We pushed back and countered that it is more common than that and that people not being called in and provided overtime if they are willing, is causing more problems. Management responded that as an organization, they want to minimize overtime. They usually call per diem and part time employees to fill any holes that may exist because to have a worker scheduled for work filling a shift means they have to make another call to fix that hole. Management expressed that calls are being made to per diem and part time employees not on the schedule but they rarely pick up extra shifts and everyone else is likely working so some adjustments have to be made. Management also said that they must prioritize patient care and sometimes assignments need to be shifted for that reason but that it does not happen to the same person all the time and it is a rare occurrence. Management suggested that if they can review some specific examples of this happening, then they can further investigate to rectify the situation but as it stands currently, it is not a persisting issue.

**The next Labor-Management meeting will be held on  
Tuesday, August 20 from 11 a.m. to 12 p.m.**

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