

# NUHW-CPMC OCTOBER 22 LABOR MANAGEMENT MEETING

**NUHW attendance:** Greg, Nora, Stephanie, Catalino, Roslynn, Bobby, Mirna, Irene, Charlie, Ivette, Mark, Joaquin, Jessica, Tania, Mario

**CPMC Management:** Terry, Cristiani, Ally, Jessica Harper, Lynnetra, Howard

## EVS

**Flexing:** We told management that flexing is a daily cancellation; it does not mean merging of floors. We also informed management that, in certain cases, flexing goes against the provisions in our contract. Before canceling a worker, efforts must be made to call the other campus to see whether hours are available.

**Next Steps:** *We will request a cancellation log.*

**Relief/workload:** The workload in the Linen department on weekends is too high due to a lack of relief positions. This results in workers missing timely breaks and lunches. Additionally, management has been seen performing tasks assigned to union employees. It was also highlighted that workers are expected to complete an 8-hour workload within a 4-hour overtime shift, which then burdens the following shift with leftover work. To address this, we proposed adding five more VNC Linen positions.

Management said they will look into how many relief positions must be filled depending on need, but managers will not be performing bargaining unit work again.

**Overtime List:** We emphasized that managers on both campuses need training on the overtime policy, which states that there should be a single overtime list that includes per diem workers from both campuses. This list is open for one month each quarter for employees to sign up. If no one volunteers for a shift, assignments are made based on seniority.

The hospital said they will make sure managers and supervisors follow the contract and go by one list.

**Update:** *The list was updated and posted on November 1.*

## FOOD AND NUTRITION SERVICES

**TBD positions:** We asked management to clarify TBD positions, their hours and assignments. We also told them that in some cases, TBD positions and their hours do not in line up with seniority.

Management responded that TBD positions were given to people because there were more workers than positions during the rebid. TBDs were temporary. Stewards should talk to their managers about these positions, but we will look into what is causing all this confusion.

Update: They are having 1:1s with current TBDs to get them to bid into available positions. 3 TBDs have bid into open positions. Rest are pending.

## NURSING

**Workload:** We noted instances where CNAs are expected to care for up to 23 patients if someone calls out, without a replacement. We also asked them to clarify the role of resource nurses on the unit; are they a resource for other RNs or do they assist CNAs during a heavy workload shift? Management was encouraged to look into policies that require RNs and CNAs work together for the best patient care, and to clarify the role of resource RNs when CNAs are tending to their patients to ensure no delay in care.

**Next steps:** We will keep pushing management on workload of CNAs at Van Ness and SNF at Davies.

**JOIN THE NEXT LABOR MANAGEMENT MEETING**

**Tuesday, November 19**

*Questions? Contact your steward or union representative.*

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*NUHW Organizer for Nursing, Rehab, Surgery Tech: Tania Singh (415) 212-8614.*