

CALIFORNIA PACIFIC MEDICAL CENTER

NUHW-CPMC LABOR MANAGEMENT MEETING: FOOD SERVICE, EVS, CNA

Union Attendance: Greg, Jessica Medina, Kevin, Koko, Joaquin, Maricar, Catalino, Stephanie, Tania

Management: Brad Robertson, Rupa, Susan, Terry, Jessica Harper, Kelly Henderson, Nidhi

FOOD AND NUTRITION

Special Assignments: At Van Ness, a special assignment was given to an employee not keeping in line with seniority.

Management stated that it was a SP covering a short LOA, so was too short for a temp position. They acknowledged their error and affirmed that they will not be using the "SP" designation for such a schedule again.

Next Steps: Management will look into how many TBD's have full time assignments.

D6 & D9: While the positions have been restored due to union pressure, there is no clarity on the assignment and duties.

Management said that they need some time to look into the workflow issues that are resulting in many employees being overworked.

Next Steps: Management has promised to respond about this issue by October 8.

EVS

Posting positions: There has been a lack of clarity about the posting and awarding of positions. Supervisors claim to have no knowledge of the decisions being made and it has resulted in a lot of confusion.

Management responded that they are trying to work it out, and it takes a little time to communicate between all the middle management involved in the process.

Next Steps: Management assured that they will try to improve communication between their department and consider doing update meetings with stewards so everyone knows what is going on.

Position 113- Employee has not vacated yet.

Position 303- Posted. Awarded.

Position 301- Posted, then went external

Position 201- Posted internally, declined by a worker at CPMC, going to external Mission Bernal employee.

Position 205- Submitted to be posted.

Position 218- Awarded & up on the board. Worker cannot start until they return from LOA in November. PD filling position temporarily.

Relief 28- Employer has chosen not to refill. Old fill-in position.

CNAs

RNs being used as sitters instead of CNAs at Davies: This issue has been brought up many times with no resolution. We described to management how CNAs get bumped from regular assignments that they bid into because RNs are being used as sitters.

Management said they need more time to review this situation.

Next Steps: Management will report back their findings.

NEXT LABOR MANAGEMENT MEETING: WEDNESDAY, OCTOBER 22

If you have questions or issues you would like to discuss, contact your stewards or labor representatives

EVS, Food: Jessica Medina • **CNA:** Tania Singh • **SPD, Techs, everyone else:** Joaquin Recinos