

Labor Management Meeting: November

Present on behalf of management: Terry, Jessie, Rupa, Marilyn

Present on behalf of NUHW: Porfirio, Koko, Stephanie, Nora, Catalino, Irina, Joaquin, Jessica, Tania

SURGICAL TECHS

Workload: We informed management that the OR is experiencing heavy workload with tight staffing; it is especially worsened by sick calls. Recruiting experienced staff remains difficult due to uncompetitive pay and benefits, leading to reliance on less experienced new hires. Training is challenging, as one new surgical tech requires up to six months to become independent, and two RNs with minimal experience need pairing with seasoned staff. Despite raising these concerns in meetings, experienced candidates continue to decline offers, leaving the team strained and struggling to balance responsibilities. We made it clear to management that the union contract allows for experienced workers to be placed on a higher step.

Management said there are currently seven open positions in the OR, with active recruitment efforts underway, and 15 travelers filling gaps. Staffing levels are scheduled appropriately, but frequent call-offs and urgent add-on cases must be the cause of strain. They said they will look into the union contract, pay and benefits, and address it with recruiters to improve hiring outcomes.

12 Hour shifts: The pilot program that allowed for three techs to take on 12-hour shifts has been successful, so it should be expanded and made permanent.

Management said they agree it is working well, and will reevaluate further steps in another three months.

OR rooms cleaning: There is no dedicated surgical EVS coverage from 6 p.m. to 11 p.m., especially on the weekends, leaving OR staff uncertain about who is responsible for cleaning. As a result, rooms are not being cleaned adequately, which is problematic because EVS coverage is critical to maintaining OR readiness. Furthermore, ER EVS workers are not paid the wages they are supposed to due to confusion about code. Workers and management need to be trained on coding so workers feel more comfortable filling in the gaps.

Management said they could re-arrange per diem staffing to cover those times and will review the other suggestions.

NURSING

Staffing/workload concerns were raised last month.

Management responded that they think staffing is adequate according to the feedback received.

FOOD AND NUTRITIONAL SERVICES

TBDs/Workflow: TBDs have been assigned more stable responsibilities and reliable workflows after bidding into open positions since the last Labor Management meeting. Management was asked to provide a timeline for the process, clarifying whether it will take weeks or months. A similar request was made for the Van Ness location, as the same issues are present there as at Davies.

Management said the first group will be Chefs and we can provide additional information. They will look into doing the same at Van Ness.

Extra work hours: We told management that workers are not being called in to fill in gaps and work available hours based on a list or seniority. It happens in no particular order and needs to change to be in compliance with the contract.

Management said they will review this.

EVS

Coverage: We told management last month about gaps in linen and trash service coverage, but the issue remains unresolved. The night shift is still understaffed, weekends lack coverage or relievers, and day workers are forced to clean up after the previous shift. Over the weekends, trash is not being collected, creating a hazardous situation that needs urgent attention.

Management stated that open positions are being filled, and once completed, staffing levels should be sufficient. The request for new positions has been denied, citing the need to align staffing with business needs. Additional positions may be considered if circumstances change, but staffing increases cannot be implemented without justification.

Manager/Supervisor training: We told management about managers performing bargaining unit work, but the issue persists. Additionally, the overtime list is still not being used as agreed. Despite previous assurances that 8-hour shifts would be covered with 8-hour positions, this has not been implemented. There is a lack of consistency and understanding among managers regarding contractual obligations, highlighting the need for training. Supervisors must be held accountable for repeatedly violating these agreements.

Management asked to be given the opportunity to find out what's going on.

Checklist: Efforts were made a few years ago to ban the use of checklists and it is being implemented again. It serves no purpose and is ineffective.

Management said they will look into it.

JOIN THE NEXT MEETING

Tuesday, December 17 from 9:30 a.m. – 11 a.m. in Room 312 C

If you have any concerns, contact your labor representative
Nursing, Rehab, Surgery Tech: Tania Singh (415) 212-8614
EVS, Food, Central Distribution & SPD: Jessica Medina (510) 320-8966