

CALIFORNIA PACIFIC MEDICAL CENTER

COVID-19 BARGAINING UPDATE

MARCH 31, 2020

WEEKLY CALLS

We have established weekly calls with the employer to discuss COVID-related issues and other workflow issues that arise. On previous calls, we have gotten CPMC to agree to:

- Provide access to masks and other PPE for all employees, not just RNs
- Establish a float pool for NUHW employees impacted by temporary department closures
- Provide employees 80 hours additional benefit, to be used for COVID-related absences
- Communicate proactively with employees about possible exposure to COVID-19

ESL

CPMC agreed to our proposal to waive the ESL waiting period for employees who are eligible for Workers' Compensation or State Disability.

LABOR POOL

Although census is down currently because of CPMC's cancellation of elective surgeries and other procedures that can be delayed, there is a very real expectation that census may increase dramatically in the coming weeks. In the meantime, we have alerted management about the problems we have seen with the Labor Pool and asked them to give us the actual policy in writing so that we are able to see that it is being properly and correctly enforced.

HOUSING

We suggested that CPMC reach out to nearby universities to ask them to dedicate vacant student housing for use by healthcare workers who don't want to return home and risk infecting family members, or workers have lengthy commutes and are given only short breaks between shifts. The employer agreed to discuss this idea further.

LINEN

We asked CPMC to create a linen position at Van Ness campus, in keeping with the standard at other campuses.

WRITTEN RESPONSES

We stressed that management must respond in writing to all our remaining questions, including providing additional information about how employees may access the 80 hours additional benefit.

As soon as we receive written information, we will communicate the updates to NUHW members. If there are concerns you have related to COVID-19, please share them with your steward or union representative so that they can raise them on our weekly calls.

CONTINUED ON BACK

NUHW NATIONAL UNION OF
HEALTHCARE WORKERS

KNOW YOUR RIGHTS!

- If you show up to work, including reporting as part of the labor pool, you are entitled to your full shift or pay.
- Sutter must continue to follow seniority when it comes to assignments and floating
- If you are furloughed due to possible exposure to COVID 19, the hospital must pay you for the days you were scheduled to work during the period of your furlough.
- It is the expectation that management notify employees who have been exposed or possibly exposed to COVID 19.

NEW NUHW COVID-19 WEBSITE

NUHW's top priority is protecting the health and well-being of our members, so that they can care for their patients and families.

Get the latest updates on our COVID-19 response and see available resources at our new COVID-19 webpage:

[NUHW.org/COVID-19](https://www.nuhw.org/COVID-19)

NUHW