



UNITED WE WIN

RNs/Professionals • Service/Techs • Dietary/EVS • Engineering
1500 of us working together to win improvements for our patients and ourselves.

JANUARY 2023



MISSED MEALS

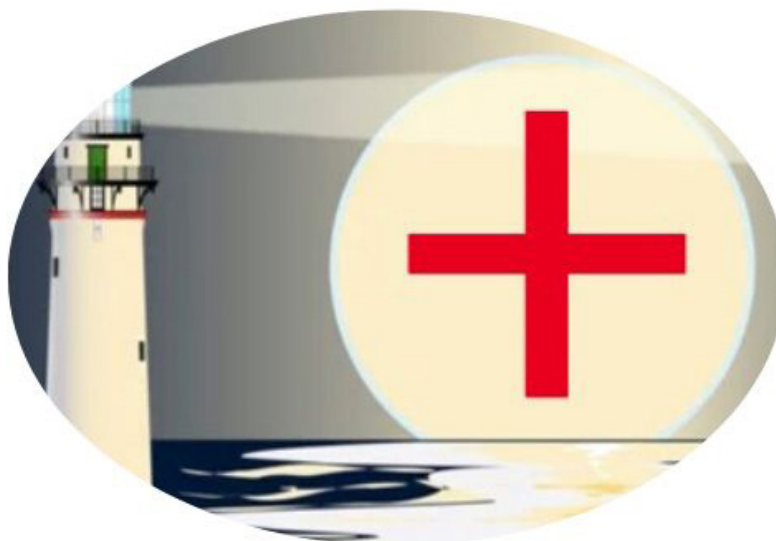
Make sure that in each and every shift you take both your meal and breaks. If you are unable to do it, document it so you receive the appropriate penalty pay.

Under California law, you are entitled to be paid **one hour for every missed break and meal up to a maximum of 2 hours of pay per shift.**

For example:

- If you miss 1 meal only, but you took your breaks = 1 hour of pay
- If you take your meal break, but you miss one break= 1 hour of pay
- If you miss both your breaks and meal period= 2 hours of pay

SHINING THE LIGHT ON PATIENT CARE: CMS SURVEY PROCESS



Over the past two months Centers for Medicare/Medicaid Services has instructed the hospital to make a series of improvements. This CMS intervention is because hundreds of RNs and Professionals filed 248 complaints with the Orange County Department of Public Health citing not only staffing ratio violations but other issues affecting patient care, ranging from inadequate/broken equipment, lack of functioning air conditioning system, infrastructure failures (leaks/holes/lack of electrical outlets, etc.).

Exercising our right to speak out about concerns and issues affecting patient care is what being in a union is all about. We now have a collective voice and our right to speak up is protected. The improvements that are being made now reflect most of the issues that we brought up in negotiations and that many of us have raised for years. Finally, there are some improvements, and it's because of all the staff who documented the issues, filed complaints and spoke out. As we move forward, we must continue to raise issues that affect our patients and working conditions.

JOIN:

**FMLA Training
Feb. 8, 6pm-8pm by Zoom**

The U.S. Department of Labor will offer a presentation on the rules governing overtime and the use of the Family Medical Leave Act (FMLA), including eligibility, coverage, qualifying conditions, and more.

To register, visit: nuhw.org/event/fmla-hours-worked-issues/



RN/PRO: VACATION ALERT!

Deadline approaching! Know the contract language on vacation requests:

Vacation requests for increments of (1) week or more must be submitted in writing on an absence approval form to the immediate supervisor prior to February 1 of each year. Submitted vacation requests will not be granted prior to the February 1 submission deadline. The approved vacation schedule will be posted by March 1 of each year and shall apply from April 1 through March 31. Should a conflict arise in vacation requests, facility seniority will be used as a basis for granting vacation requests only if such requests were submitted in a timely manner.

After the February 1 deadline, vacations shall be granted on a first-come, first-served basis subject to the facility's operational needs and previously scheduled vacations.



NUHW GEAR
NUHW.org/store



ONLINE CE
NUHW.org/CE



NUHW NEWS
NUHW.org/pulse



IF YOU SEE SOMETHING, SAY SOMETHING

"I had a scheduling issue where my schedule was done incorrectly. I have worked here for four years and I'm very aware of what our scheduling process is supposed to be and our rights under our union contract.

After I saw that the schedule was incorrect, I spoke with my manager, but they refused to make the correction, so I contacted our union organizer. I was advised to review the contract language with our new director. I set up a meeting with our director, where I explained the situation, showed him the contract language, and laid out exactly how it's supposed to work. After that, the situation was resolved.

When issues come up, it's important that we try to work to get them resolved."



GENESIS GONZALEZ
EKG/Transporter

RN II PROGRAM READY

In our new contract, we won a more efficient process to become an RN II. With the exception of agreeing with your manager/director on a project, all the criteria are within your control.

If you wish to apply, you can get the form from HR, your Bargaining Team member or NUHW organizer.

RNS/PROS LAUNCH SHOP STEWARD NOMINATIONS!

The next step in strengthening our union is to formalize the leadership structure that we have built over the last 18 months, which requires every unit/shift determining who will be their representative in the RN/Pro Shop Steward structure. This is key to enforcing our contract, educating the members about their rights, and responding to questions/concerns.

Stewards are your co-workers, they work side by side with you on the floor. Just like the Organizing Committee and Bargaining Team, they are a resource to share information and provide advice on how to deal with issues in consultation with NUHW organizers.

NEXT STEPS: Nominate a Shop Steward for your department by visiting nuhw.org/rnpronominate or by pointing your camera phone at the QR code to access the online nomination form.

The deadline to nominate a Shop Steward for your department is January 23.

