



UNITED WE WIN

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

MAY 2023



MEMBER HIGHLIGHT:

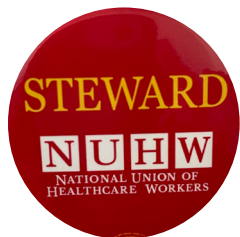
Meet Isidro Sanchez, EVS Steward

Isidro has been employed in the Fountain Valley EVS Department for 17, six of those as a union steward.

He was there when the union was organized. When asked why he joined the union, he said “we saw a lot of injustice in the hospital, for instance, before we had a union, our bosses would see us in the cafeteria taking a water break on a hot day and start yelling, ‘what are you doing in here? It’s not your time to be in here.’”

Isidro helped organize our union to fight against this injustice.

“I became a steward because I like to help. I’m still a steward because I still see injustice toward my coworkers. I want to help them, I want justice for all.”



SOLIDARITY WORKS!

EMERGENCY ROOM PETITION CAUSES MANAGEMENT TO ADDRESS LONG STANDING ISSUES



ALERT: PATIENT AND EMPLOYEE HEALTH AND SAFETY CONCERNS IN EMERGENCY ROOM

We are writing in protest of serious health and safety concerns in the Emergency Room. The lack of effective security protocols has led to repeated, violent patient-involved incidents. Some examples include patients bashing out windows with an oxygen tank, brandishing knives at ER workers and punching Engineering Department workers in the face. These incidents, which are called “Code Greys”, occur numerous times a week and get physical at least once every two weeks. Currently, the first line of defense during such incidents are our members in the ER and the Engineering Department.

We demand the implementation of effective security protocols that keep our members and our patients out of harm’s way. We demand the FVRH Executive Management Team sit down with us and address our concerns!

NAME	JOB TITLE	SIGNATURE
Jennifer Schwerthner	RN	
Amanda Abbott	RN	
Keely Boeke	RN	
Kayla Vu	technician	

A couple months ago, we delivered a petition demanding management address patient-related safety incidents in the Emergency Room and across our hospital.

The petition noted that the lack of effective security protocols had led to repeated violent patient-involved incidents (also called “Code Greys”), including patients bashing out windows with an oxygen tank, brandishing knives at ER workers and punching Engineering Department workers in the face.

Leaders from the Emergency Room, Engineering and DOU collected signatures and presented our petition to management.

We are happy to report that management met with Emergency Room leaders and agreed to take concrete steps to correct the issue. For example, security personnel have been issued new guidance on how to deal with difficult patients, including a directive to take point on Code Greys, removing Engineering members from danger. Steps have also been taken to slow the flow of difficult patients to the hospital, and there are discussions about creating a separate track for such patients.

This is a victory, but it is also only a first step. We will continue following up with management to ensure that these safety protocols are implemented.



WE ALL DESERVE BREAKS!

Multiple Departments File Grievances Demanding Implementation of Contractual Break Nurse Language

On December 1, 2022, the RN/Pro Collective Bargaining Agreement was signed. It contained the following language:

- a. *The Facility will make reasonable efforts to schedule an adequate number of Break Relief RNs so as to provide rest and meal breaks*

This language has not been followed and the hospital has not made reasonable efforts, instead continuing with business as usual. Enough is enough! Several departments have filed grievances demanding the hospital respect our rights and abide by the contract. We will provide updates as those grievances progress.

KNOW YOUR CONTRACT:

REVIEWING OUR CONTRACTS' GRIEVANCE TIMELINES

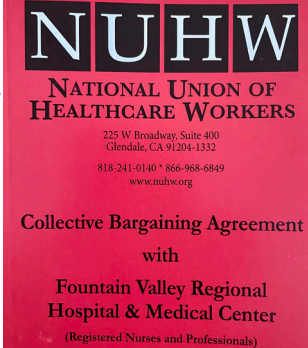
When you see a violation of your contract, there is a limited window in which to file a grievance. The timelines are as follows:

EVS and Dietary: Any grievance shall be submitted in writing to the Unit Director within **25 calendar days** of its occurrence or of the date when the employee or the union first became aware of the circumstances giving rise to the alleged grievance.

RN/Pro and Service/Tech: If the grievance cannot be resolved informally, it shall be reduced to writing and submitted to the Facility's designated representative within **15 calendar days** after the employee had or should have had knowledge, of the event which caused the grievance. In any event, irrespective of the employee's knowledge, the grievance must be presented in writing to the Facility's designated representative within **30 calendar days** after the event on which it is based.

In all of our contracts, the first step is always for us to try to resolve the grievance informally with our supervisor. Only after that can a written grievance be filed.

For all union members, if you are aware of a contract violation, immediately contact your steward and/or union Representative to ensure we meet these requirements in a timely manner.



CT TECHS MARCH ON HR TO DEMAND ACTION!

Our Radiology Department members have been experiencing an issue we are all familiar with: too much work and not enough workers.

Departmental leaders organized and sent a letter to management, demanding a meeting. Members prepped for the meeting, and some came and attended during their off hours.

When management canceled the meeting with barely an hour's notice, we decided to act. Led by our Steward, we marched up to HR and demanded a meeting. After some hemming and hawing they relented, and we were able to convey the difficulties in the department.

One after another, we expressed the daily frustration of being blamed for slowdowns that are not our fault and the physical toil of doing more work than one body can bear. Management heard what we were saying, and changes were made.

We will continue to press for things to improve and have learned a lesson about the power of solidarity!



NUHW GEAR
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ONLINE CE
[NUHW.org/CE](https://nuhw.org/CE)



NUHW NEWS
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