

BARGAINING UPDATE

February 11, 2021

PROTECT THE FRONT LINE



ECONOMIC JUSTICE

AFFORDABLE HEALTHCARE

SAFE WORKPLACE



UNION BARGAINING TEAM PROPOSES PANDEMIC PROTECTIONS INCLUDING HAZARD PAY

The work we do as healthcare workers has been shown to the world. While we are called heroes on the outside, we are not treated as heroes within the walls of our own hospital. We often work under dangerous conditions without any additional support. As a matter of fact, the improvements we saw, both in safety and paid time off in event of quarantine, only came about after our protests, filing complaints with government agencies, and pressing elected leaders to change state policies.

Our proposal, “Pandemic Community Health and Safety Actions” lays out comprehensive safety measures for us and patients and proposes an additional \$10/hour hazard pay if the state declares a pandemic or epidemic. View the proposal at [NUHW.org/FV-pandemic-proposal](https://nuhw.org/FV-pandemic-proposal).

UPCOMING BARGAINING SESSIONS

Tuesday, February 16

Wednesday, February 17

Wednesday, February 24

Thursday, February 25

Sign up at [NUHW.org/FV-RSVP](https://nuhw.org/FV-RSVP).



TENET EARNS \$400M IN 2020 PROFITS

Earlier this week, Tenet released its financial results for 2020. How did Tenet do?

- In the midst of the largest pandemic of the past century, **Tenet’s 2020 profits were far higher than in 2019**, when the company reported a loss of \$226 million.
- In fact, **Tenet made so much cash from its operations in 2020** (\$3.4 billion in 2020 compared to \$1.2 billion a year earlier) that it plans to pay off nearly a half-billion dollars in debt some four years early.
- Plus, in December 2020, **Tenet bought 45 ambulatory surgical centers for \$1.1 billion.**

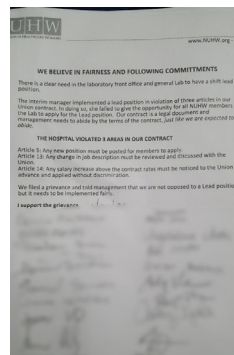
Read the full report at tinyurl.com/ytfok85m.

Tenet is NOT hurting for money...to say the least.



LAB STAFF UNITE TO OPPOSE VIOLATION OF CONTRACT

An interim manager in the Lab unilaterally created a “shift lead” position without notifying staff or the Union in advance, then appointed someone, failing to post the position to allow staff to apply. We have filed a grievance and submitted a petition to HR signed by dozens of staff. Shop steward Connie Montesano said, “Management needs to do their job properly, just like we are expected to do ours. We agree that there should be a lead position created, but it needs to be done fairly.”



CNAS LAUNCH STAFFING PETITION

Our January 27, the NUHW Bargaining Team submitted a proposal for CNA/ Patient Ratios that limits the number of patients a CNA is assigned to 10 patients. We have not yet received a response from management, but CNAs are united in their effort to win improvements for patients. Support the CNAs and stand for patients, sign petition at [NUHW.org/ratios-petition](https://nuhw.org/ratios-petition).

“FULL-TIME PER DIEMS” PETITION TO WIN FULL-TIME POSITIONS

Per diem staff from Engineering and Radiology recently petitioned HR to transition their per diem positions into full-time positions. After reviewing their pay stubs for more than six months, they all found that they had worked full-time (with the sole exception of when they were sick and had no PTO available). We proposed full-time per diems and part-time staff who work full-time be allowed to convert their positions if they wish. Management so far has rejected this because they want to keep labor costs low to earn more profits, while this practice hurts staff.

We have held six bargaining sessions and proposed nine contract articles that would strengthen our rights.

Article 3: Employee status:

We proposed changes to help per diems working full time: see main article for details.

Article 9: Grievance/Arbitration Procedure:

We proposed to add 3 new arbitrators as options to select in the event a grievance does go to arbitration.

Article 11: Hours of Work and Overtime:

We proposed changes to make improvements on scheduling, on call status, report pay, meals.

Article 17: Health and Safety:

Do you night shift and have to regularly travel between the main hospital and East Tower? We proposed improvements to secure our safety.

Article 30: Bargaining Unit Work:

Are you a monitor tech or unit secretary? Have you ever been called off or sent home early and an RN took over your work? We want to end that and that’s what we proposed.

NEW Issue on staffing! NICU/PICU RTs literally care for the most vulnerable patients and we proposed changes in staffing to ensure the safety of neonatal infants and children.

NEW Issue on Staff/Patient Ratios!

Are you a CNA with too many patients to provide the care they deserve? Well, we proposed that CNAs are not assigned more than 10 patients.

NEW! “Pandemic Community Health and Safety Actions”

lays out comprehensive safety measures for us and patients and proposes an additional \$10/hour hazard pay if the state declares a pandemic or epidemic.

AGREEMENT REACHED:

Article 8: Patient Care Committee:

AGREEMENT REACHED! A newly organized patient care committee that would meet each month with 5 NUHW members and 5 management staff to address issues of workload, staffing and patient care. This is major progress as our current contract only provided for meetings every other month and only had 3 representatives, making it hard to effectively deal with issues. **This is a great step forward!**