

Dear NUHW Member,

**This is accurate as of 3/27/2020: Three confirmed patients: two in ICU and one who came into the ER, who was confirmed and sent home to self-quarantine: 16 PUIs as of 3/27.**

**The hospital has now implemented new guidelines, now all employees have to wear surgical masks.**

Bargaining Team Members and Shop Stewards have requested that FVRMC provide ***income security***, through ***increased PTO and guaranteed income, access to healthcare and paid time off for per diems and safe protocols for caring for patients.***

Tenet and FVRMC has not taken any steps to guarantee income or to provide a safe environment. **Please take the time now to read this and also share it with your co-workers.**

**Other Hospitals have already implemented income guarantees and other policies to help keep their employees safe and to guarantee their income.**

**Here's what the Providence Health System has done, this includes NUHW represented members at Tarzana Medical Center and also staff at Mission Hospital:**

- Employees will receive an additional 80 hours of emergency PTO.
- Guaranteed 65% income replacement If an employee should become ill and has exhausted all of their paid time, including their emergency PTO.
- Employees that cannot work because of COVID-19 related issues such as child/elder care needs may access the 80 hours of emergency PTO
- Established a Labor Pool where employees whose hours are reduced will be provided with additional work as available at the same pay rate.
- Employees shall receive a \$100 per day reimbursement if they utilize Bright Horizons Child Care
- Providence is working on determining future bonus pay for employees

**Here's what Keck USC Hospital has done, this includes NUHW represented members.**

- Fully paid leave for on-the-job exposure, including during the time from possible exposure where employees will be automatically quarantined, tested, awaiting test results, recovery and return to work if ill.
- Guarantee of 4 weeks paid time for any employee who has lost work or hours.

- Flexible scheduling for NUHW members who must care for school-age children or elders. USC implemented this March 14, immediately after LAUSD and other nearby school districts announced their school closures.
- Created a Labor Redeployment Pool for those employees who may lose hours as the hospital temporarily closes departments or units. This might include work "below" the employees' actual certification, such as transporting supplies or taking temperature during entrance screenings. Employees shall be paid their regular wage rate.

**FVRMC has not taken steps to protect employees: this means you must protect yourself!**

**On 3/21:** At least 8 members were exposed to the first confirmed COVID case. None of the 8 members were ever contacted by management or Employee Health. Per CDC guidelines, a risk assessment should have occurred for each person who had contact. FVRMC did not follow those guidelines.

After investigating this issue, the Union staff was advised that there was not enough staff in Employee Health to contact those affected. ***We have since learned that a total of 40 people came into contact with this one patient.*** Management said they ***didn't have a good system in place to track who came in contact*** and they were relying on the Directors to tell them!

When we explained that each room with PUI has sign-in sheets that are being used by employees entering the room; and that the patients' medical record would indicate who performed care, treatment, procedures, the response was that they are trying to improve their system! ***Their failure to have a defined and clear system and prioritize contacting affected employees shows a clear lack of respect and care for the staff.***

**On 3/23:** ***Dr. Quy Le, a surgeon at FV and Orange Coast Memorial performed surgery at FV*** and that same day announced that ***he had been tested for COVID*** because he was exposed to a positive patient. ***Dr. Le risked exposure to OR staff and to the patient*** he performed surgery on, none of the OR employees were notified, nor do we have confirmation that the patient was notified. ***The hospital tried to hide this from employees*** but because of all the education we've done on ***our members spoke up to protect patient care, we were able to document this and formally advised HR.***

We asked if there was any written policy or protocol that employees and physicians were required to follow if they had contact with either a quarantined or positive COVID patient outside of FVRMC. There is no written policy.

FVRMC is behind by all measures of worker safety and protection. We have reached out to several people in the community and this week, several elected leaders sent a letter to the CEO McFarland regarding this issue. We will provide a copy to everyone.

**In the meantime, here's what you should do and need to know:**

**1. Protect Yourself**

Document, document, document. From now on, keep a record each day you are at work of unsafe situations, patient contact, especially if you have exposure to units/rooms/patients where PUIs are being held or perform procedures on PUI. If you know that you took care of a positive patient, report it to the Union so that we can track it and provide it to management, because apparently they don't have a system in place to keep employees safe.

**2. Wear PPE:** Do not enter a patient's room or perform any procedure if you have an identified PUI or positive case unless you have PPE.

**3. If PPE is not available,** call the Command Center at Extension 3334, they are open 24 hours.

**4. Sign the sign-in sheet that is to be at the door of any PUI.** If there is no sign-in sheet: do not enter the room until one is provided and posted so that there is documentation of who entered the room. Also document on your own records your contact with the patient.

**5. If you get turned away at the hospital screening,** Immediately contact Employee Health at **714-966-3383, ext 4** between the hours of **7:30am to 4pm**: they are not open on weekend or at night (seriously?!). **If you cannot reach Employee Health, call the Command Center at Extension 3334, they are open 24 hours.** You go to Employee Health or place the call on the same day you are turned away so they can assess the situation with you. If you have a fever of 100.4 or more, you will be required to be fever-free for 24 hours.

**6. If your hours are cut you can do two things:**

- a. Call the staffing office and tell them that per HR there is a "labor pool" and that you want to be added to that if other work becomes available
- b. You can now file for CA Unemployment Benefits by going to [https://edd.ca.gov/Unemployment/Filing\\_a\\_Claim.htm](https://edd.ca.gov/Unemployment/Filing_a_Claim.htm)

**If you need help filing:**

NUHW is a member of the Orange County Federation of Labor. Any member who needs help filing for unemployment can call and schedule an appointment and they have computers and can help you file. Call 714-385-1534: they are open Monday through Saturday 9am to 5pm and

Sunday by scheduled appointment. Call and set an appointment. Tell them you are an NUHW member at FVRMC

**7. If you are asked to flex, do not go until you make sure that your manager is following the contract for flex order.** Some managers have no idea what they are doing and you need to educate them. This is the order for flexing:

- a. Outside Registry
- b. Employees receiving double time
- c. Employee receiving overtime
- d. Volunteers: anyone can volunteer before anyone is forced, but no one is required to volunteer
- e. Travelers
- f. Temporary Employees
- g. Per Diem and Part-Time 2
- h. Regular Full-time and Part-Time

Within categories, g and h above, Call Off/Flexing shall be by rotation beginning in reverse order of seniority. **If you are flexed from your shift, you are NOT required to go On-Call status. We recommend that you not go on call, because then you are working for \$6 per hour instead of management keeping you on your shift.**

8. Read your emails each day, both at work and at home, NUHW will be sending regular updates. We urge you to join our Facebook page so you have up to date information, join at [https://www.facebook.com/permalink.php?id=128938523881097&story\\_fbid=285621800115312](https://www.facebook.com/permalink.php?id=128938523881097&story_fbid=285621800115312)

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