



NUHW PULSE

Sutter Care at Home Newsletter

AUGUST 2025

New Automatic Mileage Pay Process

Our union committee met with management about the new automated mileage reimbursement process that began August 17, 2025. **The rules for what miles are reimbursable have NOT changed – only the process for submitting them has.**



WHAT'S NEW?

- The mileage you log in the Epic Rover app will now automatically be sent to payroll every Thursday evening.
- You no longer need to manually submit mileage expenses in Workday.
- The first automatic payout for miles driven will cover August 17-23.
- You'll be able to correct any errors in Epic from Monday through Thursday, before the report is generated on Friday.
- If your mileage is inaccurate or there is an error, you can submit a manual change and be reimbursed on a following payment

WHAT YOU NEED TO DO:

Track Everything in Rover: Start/stop all trips in the app. Start/stop all trips in the app. This includes non-visit trips like supply pickups, lab drop-offs, and longer commutes to a first patient (if your house is farther than the office). Use the "Admin" function and add comments for all your admin mileage. If you run into an issue with automatic tracking, you can and should manually add or fix mileage in Epic.

Tolls and parking are NOT automatic. You must still submit these manually in Workday.

Continue to manually track your mileage as a backup, and check against your mileage in Rover.

When we met with management, we won these Union-Secured Protections:

- No discipline for mileage-tracking errors.
- Training is mandatory. All branches will receive the same materials to ensure fairness.
- We'll have a union-management check-in within three months to address any individual or system-wide issues. If you have a concern, contact your union steward!

FILL THE EPIC SURVEY

Management has sent out a survey to gather all opinions and feedback about the rollout and use of Epic. They are collecting both positive and negative feedback. If you have trouble accessing the survey, contact your stewards for assistance.

BREAKS/MEAL TIME

In an 8-hour workday, you have the legal right to one 30-minute unpaid meal break and two (2) paid 15-minute breaks. **Sutter owes you one hour of pay at the regular rate of pay for missing a meal or break.** If you miss your meal or your breaks, you can use the "missed meal premium" tag in Kronos. If you do not know how to tag your premium, you may reach out to your preceptor or clinical manager.



CONTRACTS ARE AVAILABLE!

We now have PDF versions of each Collective Bargaining Agreement available on our website! Our contracts are at the printer, so you'll soon be able to get a printed contract to reference your benefits on the go!

All SCAH home health and hospice contracts:

<https://home.nuhw.org/workplace/sutter-home-care-and-hospice/>

VNA SC:

<https://home.nuhw.org/workplace/visiting-nurse-association-of-santa-cruz/>

PAY INCREASES

Every worker should have received a 3 percent increase on their August 8 paycheck.

Workers who are on the lowest step on the wage scale (which you can reference in your official contract!) also received their 2.5 percent step increase in the August 22 paycheck.

All other employees will receive their 2.5 percent step increase the first full pay period after January 9, 2026.



UNION STEWARDS

Looking for more stewards

We are still looking for stewards at all SCAH units.

Do your coworkers look to you to answer questions about the workplace? Are you frustrated with how things are going and want to make a change? You have what it takes to be a steward.

Stewards are the worksite leaders of the union. A strong, democratic, and effective union is built on a solid foundation of stewards at each worksite.

Contact your union representative and she will get you started Ellen Kress 669-242-9237 ekress@nuhw.org.



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Alameda/Concord Home Health

Robert Williams (Concord)
Vacant
Vacant
Vacant

Alameda Hospice

Sibyl Neal-Adesokan
Catherine Sutherland
Lari Keeler
Eugenie Lilley

Sacramento Hospice

Piper Halvorson
Karen Herron
Marie Copher
Stephanie Smith

San Mateo Hospice

JB Marcos
Vacant
Vacant
Vacant

San Francisco Home Health

Mary Grace Castillo
Ansoneat Ong
Tiffany Mason
Magdalena Lanuza

VNA- Santa Cruz

Ashley Christensen
Valerie Thorp
Celeste Guerrero
Deborah Marks
John Roberts