



# NUHW PULSE

Sutter Care at Home Newsletter

FEBRUARY 2025

## WELCOME BACK!

Welcome to the second edition of the Sutter Care at Home/Visiting Nurses Association newsletter. This publication aims to provide important information, updates, and highlight NUHW members working at our various Sutter facilities.

There are more than 400 NUHW members working at six Sutter Care at Home branches, which span from Santa Cruz to Sacramento.

We want to bring together all these workers to communicate and build solidarity with each other to create a united voice. We understand how much more powerful our collective and individual voices are when we stand together.

This month, we are addressing transitions to new technologies and collaborating to solve workplace issues.

## EPIC TRANSITION IS ALMOST HERE



Are you anxious about the upcoming transition to Epic? Do you feel that training left more questions than answers? Your NUHW stewards are on the case!

We are taking action to address members' concerns about the upcoming Epic EHR transition. With inadequate training and support, many of us fear risks to patient safety and productivity. We've sent a strongly worded letter ([nuhw.org/epic-letter-concern](https://nuhw.org/epic-letter-concern)) to management demanding extended training, delayed implementation, and increased support. Stay tuned for updates!

**We are also planning an action around the Sutter Townhall on February 28 at noon.** Check your work email for the invitation and plan to attend. Stewards will reach out to you with further details of what we are planning for the Sutter Townhall.

In the meantime, send in your questions and concerns about the upcoming transition to this form: [nuhw.org/epic-transition-questions](https://nuhw.org/epic-transition-questions)

## Non-Visit Activity Recording

On January 14, 2025, stewards and union representatives met with management to address issues surrounding the requirements of Non-Visit Activity on Home Care Home Base and (upcoming, Epic). Stewards demonstrated that the roll-out for NVAT was not even across branches and that there was a lot of confusion around NVAT accounting. This is an important way to account for your time and provides evidence for your time use when managers look at your time card. We reached agreement with the management on the following provisions:

1. NVAT recording is now part of the training road map
2. Workers should have access to NVAT training and can ask their managers if they have questions
3. Honest attempts at filling NVAT will not result in discipline. **The only way a worker can be disciplined for NVAT is if they do not complete their non-visit activity.**
4. All workers are required to fill out their NVAT starting on February 17 2025

# KNOW YOUR CONTRACT: GRIEVANCES

## What is a grievance and how can you address it?

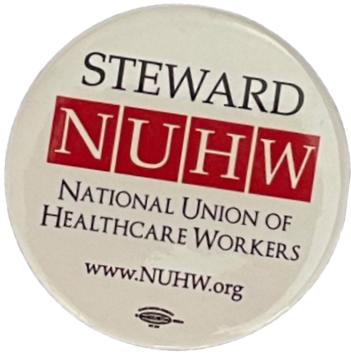
A grievance is a formal complaint you file when your workplace rights are violated or your contract is broken. This could include unfair treatment, unsafe conditions, or being denied something you're entitled to, like pay or time off. If something is happening at work that feels unfair or wrong, it's worth checking with your union representative.

When you wish to file a grievance, your union steward or representative will work with you to identify the issue, file the appropriate paperwork, and fight alongside you to get your issue resolved. This often involves meetings, investigations, and negotiations. If the issue is not resolved, it may go to arbitration, where a neutral third party makes a final decision.

To get started, talk to your union steward or organizer. They'll guide you through the process and help you file the necessary paperwork. Don't wait—reach out as soon as possible!

NUHW		GRIEVANCE FORM	
Name of Grievant:	Facility:	Phone:	Job:
Address:	Steward:	Dept.:	Phone:
Date Filed:	Supervisor:		
Step 1 Meeting Date:	Stally Hearing Date:		
Statement of Grievance:			
Applicable contract provisions include, but are not limited to, Paragraphs:			
Requested Resolution:			
Grievant:			
Pursuant to the Employer's duty to bargain in good faith, the Union hereby requests the following information and/or documents which are necessary and relevant to process this grievance:			
Rec'd by Employer Rep.:	Title:	Date Rec'd:	
Step 2 Answer:			
Answer Rec'd by Union Rep.:	Date of Step 2 Meeting:	Date Rec'd:	Satisfactory? <input type="checkbox"/> Yes <input type="checkbox"/> No
Rec'd by Administrator:		Date Rec'd:	
Step 3 Answer:			
Answer Rec'd by Union Rep.:	Date Rec'd:	Satisfactory? <input type="checkbox"/> Yes <input type="checkbox"/> No	
Request for Arbitration Submitted by Division Director:	Date:		
Date Closed:	Precedent-Setting	Non-Precedent-Setting	
ORIGINAL: SUPERVISOR	COPY: STEWARD	COPY: UNION FIELD REP	

## We need more stewards!



We are still looking for stewards at a few branches.

Do your coworkers look to you to answer questions about the workplace? Are you frustrated with how things are going in the workplace and want to make a change? If so, 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.

Union stewards mobilize members to action, orient new workers to the union, help to resolve worksite issues and support the grievance process, distribute and post all appropriate union information.

If you're interested in becoming a steward, contact your union representative and she will get you started: Ellen Kress (669) 242-9237 [ekress@nuhw.org](mailto:ekress@nuhw.org).

## UNION STEWARDS

### Alameda Hospice

Sibyl Neal-Adesokan  
Catherine Sutherland  
Vacant  
Vacant

### Sacramento Hospice

Piper Halvorson  
Karen Herron  
Jeff Richards  
Stephanie Smith

### San Mateo Hospice

Laureen Bordon  
JB Marcos  
Vacant  
Vacant

### Alameda/Concord Home Health

Mitzi Merrill (Alameda)  
Robert Williams (Concord)  
Vacant  
Vacant

### San Francisco Home Health

Mary Grace Castillo  
Tiffany Mason  
Ansoneat Ong  
Vacant

### VNA- Santa Cruz

Ashley Christiensen  
Valerie Thorp  
Celeste Guerrero  
Deborah Marks  
John Roberts

**NUHW GEAR**  
[NUHW.org/store](http://NUHW.org/store)

**ONLINE CE**  
[NUHW.org/CE](http://NUHW.org/CE)

**NUHW NEWS**  
[NUHW.org/pulse](http://NUHW.org/pulse)

## UPCOMING EVENTS

Alameda hospice member meeting February 19, 6 p.m. -7:30 p.m.  
(zoom link forthcoming)

Sacramento hospice member meeting February 20, 6 p.m. - 7:30 p.m.  
(zoom link forthcoming)

San Mateo hospice member meeting February 26, 6 p.m.-7:30 p.m.  
(zoom link forthcoming)