

LABOR-MANAGEMENT MEETING RECAP

SEPTEMBER 28, 2023

At last week's Labor Management meeting, committee members Rashonda Mello and Jessica Pavao met with Joe, Erin, and HSA Dominic Kelley to discuss Overtime mandates, Time and Attendance (including how open shifts are assigned), and PTO.

Overtime mandates

Rashonda and Jessica shared thoughts about four-hour vs. eight-hour mandates and inconsistencies in how overtime is assigned. Management agreed that overtime should be eight hours unless there is a special circumstance in which the member is unable to work the entire shift. Special circumstances will be addressed on a case-by-case basis.

Assignment of shifts

Management agreed to develop a system to notify members on a monthly basis of available shifts. The proposed policy would have a cut-off date for requesting open shifts. This would allow management to assign shifts in seniority order, in a more timely manner. After the cut-off date, shifts would be assigned on a first-come, first-served basis. This change will need to be bargained on by our stewards, and added as a side letter into our contract. Management has agreed to provide a proposal for the policy they'd like to implement within the 30 days of our meeting. We hope to hear from them no later than October 21.

PTO

We previously sent a letter to Wellpath demanding they cease charging PTO for shifts that have been swapped or given away to other members. Once a member has made an agreement with another member to swap or give away a shift, and management has approved the swap or giveaway, we believe the member should no longer be responsible for that shift. There should be no charge of PTO hours if the member has met their 32- or 40-hour requirement. Management stated that they are discussing this matter and will give us a response shortly.

Stay tuned for more information on all of these issues. For more information, please contact NUHW Organizer Aladrian Hillmon at ahillmon@nuhw.org or (510) 760-4965.