

The Voice of SEIU Local 250 Members working at Mercy Hospitals in the Sacramento area.

"The boss doesn't listen when one guy squawks, but s/he's gotta listen when

THE UNION TALKS

LABOR-MANAGEMENT COOPERATION: AN IMPOSSIBLE DREAM???

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This is an MHS employee-produced monthly newsletter. It will report union activities and issues from facilities represented by SEIU Local 250.



Letters and suggestions are welcome-
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An online copy of this newsletter as well as information and photographs of Sacramento union events can be seen at

<http://dillingertoons.net>

On December 16, 2003, Shop Stewards and management from MSJMC came together for our first training session. Overall, the meeting was somewhat informative, although I think there are still many barriers to overcome to achieve effective collaboration. For example, one major barrier, as demonstrated by Management at this meeting, is both its confusion and misinterpretation of various provisions of the contract.

Still, Management did provide useful information. Mike Uboldi, CEO of MSJMC, gave an overview of MSJMC, which included key organizational strategies and plans. A highlight among the various items he mentioned was the development of the New Tower with additional beds. Also, valuable information was provided by Morgan Gay, representing SEIU, who talked about the union and its core values. He explained the organizational structure of SEIU and its relationship to the AFL-CIO and the Canadian Labour Congress. This explanation helped to convey and illustrate that SEIU is not alone in the quest for fairness and justice.

Moreover, beyond the substantive information conveyed by Mike Uboldi and Morgan Gay, the public

meeting of the representatives of these two organizations helped to demonstrate the willingness, at this point in time, of both to make a serious attempt to engage in a cooperative endeavor.

David Weinberg led the arbitration training session. He added valuable insight about the appropriate expectations and new interactions that are needed to construct a viable labor/management relationship. He also talked about the need to understand the indispensable roles and crucial responsibilities of Managers, Shop Stewards, Field Representatives and HR in the collective bargaining process.

The major pragmatic goal of this session was to learn how to create better understanding and implementation of the Union contract between Shop Stewards and Management. Though progress was probably made in terms of this objective, I must add that I think there is still



considerable confusion and, at times, even some managerial resistance in terms of providing administrative remedies for proper and appropriate implementation of the contract. Yet, I acknowledge as well that Shop Stewards need to continue their efforts to learn, and keep informed, about the provisions of the union contract and the administrative procedures and remedies for its proper implementation. The hope is that good faith collaboration by both labor and management will advance the cause of proper fulfillment of the terms of the contract.

I should mention that role-playing occurred during this training meeting. However, due to some confusion in the scenarios, I think that our group had a difficult time determining the outcomes of

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MERCY SAN JUAN STEWARD COUNCIL REPORT

This past year has been an incredibly challenging and rewarding experience for the stewards here at MSJMC. We have fought diligently to have our contract honored and upheld.

Our contract has been severely tested, but our stewards hard work to uphold the contract has paid off.

Everyone should realize that this is your contract, your Union. This is an employee-driven and governed union. **YOU ARE THE UNION.** It is only as strong as you are. We have seen enormous gains in the strength and support of our membership. That is only possible through your personal involvement. It is not what the Union can do for you, but what you can do for yourself by making the Union strong through your support.

We have filed and represented many grievances. Here is an overview of our successes:

1. We turned back a restrictive and unfair interpretation of how we were able to use our PTO.
2. We won the Couriers their full time positions that had been subcontracted out.
3. We negotiated to bring back a Lab employee to permanent benefited status after he was involuntary given a part-time non-benefited position.
4. We had an unfair discipline overturned and removed from an employee's file and back pay

awarded for the suspension.

5. We reversed the non-bargained **changes in working conditions** in the EKG Dept.

6. We removed a disciplinary gag order placed on an ED employee. Discipline was removed from the employee's file. **Employees can't be disciplined or fired for talking about working conditions.**

7. We enforced the contract on posting and awarding available hours in the EKG Dept. Back pay was awarded to all affected employees. We defined the process to be used when assigning available hours.

8. We established that past practice prevails when floating between units/departments. **No mandatory floating to non-like units or departments.**

9. We were successful in winning back pay for violation of the requirement to **call off employees 2 hours before the beginning of their shifts**, winning back pay for stand-by pay and clarifying the standby/call back language to be used. **Specific language applies when employees are called to work outside their usual hour. Managers who call and request that you come in at a later start time will be trained to specifically mention standby/call back when asking you to come in later. All employees are eligible for standby/call back.**

10. We worked to get a Lead tech position in CSPD that was improperly

posted so that both applicants were awarded the Lead position.

11. We prevented the Sr. Financial Counselor job from being eliminated. No cutback in the department occurred. No more mandatory HC without justification.

We are still in the process of resolving grievances. We have grievances involving bereavement, termination, violation of past practice and hospital policies, failure to post vacated positions, bypassing seniority when assigning available shifts, access to personnel file/access to the manager's file, approving CET time, float policy, assigning more than one job assignment /continuously working short in the EVS dept., change in start work times, elimination of LVN and CNA positions, cut back of UA'S hours, online job application system failure and non-bargained changes in working conditions.

The stewards at MSJMC are organizing for the upcoming contract negotiations. The success of our contract negotiation will depend on your support. Contact your shop stewards for suggestions to bring to the bargaining table.

Be proud of the co-workers who have stepped forward to become your shop stewards. They are making our hospital a better place for all of us to work in.

By Susie Boedecker,
Vice Chief Shop Steward, MSJMC

ATTENTION SHOP STEWARDS:

Shop Steward Council meeting for all Shop Stewards. **TOPIC:** Contract 2004.

DATE: January 31, 2004 (Saturday) **TIME:** 10:00 a.m. to 2:00 p.m.

LOCATION: SEIU Local 250 office in Oakland. Transportation and lunch will be provided.

MGH LABOR/MANAGEMENT JOINT TRAINING: January 27th, 2004, 0800 -1600 hours.

PLACE: Local 250 Office, 1911 F Street, Sacramento. *Please inform managers that you will be attending.

ASK JOSIE:



IMPORTANT INFORMATION: California's two largest health care unions, California Nursing Association (CNA) and Service Employee International Union (SEIU) announced the establishment of a new, powerful cooperation agreement to confront the corporate health care industry and the growing attacks on health care services. SEIU and CNA will immediately address AB 394 to ensure that staffing ratios for registered nurses is fully enforced and oppose displacement of other healthcare employees. The purpose of AB 394 is to improve patient care, not take it away.

1) In 2004, SEIU Locals 49, 121, 250, 399, 535, 616, 1199NW and 4988 will embark on the largest coordinated campaign in the history of the western United States?

A. True B. False **Answer: A. True.**

2) Will we just be bargaining with Mercy CHW Sacramento?

A. Yes B. No

Answer: NO! What makes this so exciting is that we will be bargaining with 29 other CHW Facilities in California. SEIU will be making history for all healthcare workers in the United States by winning a fair and just contract.

3) Why should we become involved as Healthcare workers to win a fair and just contract?

- A. I have nothing better to do.
- B. I like to blame other co-workers for my problems.
- C. As Health Care Workers, it is each and everyone's responsibility to fight for high quality patient care and justice

in
the workplace.

Answer: C.

4. What are the responsibilities of the bargaining committee member?

- A. Attend meetings to discuss bargaining issues and strategies. Be committed to participating in this process even during unusual hours.
- B. Attend rallies and/or delegations to gain a fair and just contract.
- C. Help turn our co-workers for rallies and delegations to gain a fair and just contract.
- D. Educate and update co-workers on issues and proposals for negotiations.
- E. All of the above.

Answer: E. All of the above.

5. If an employee is not a Shop Steward can they still be part of the Bargaining Team Committee?

- A. No
- B. Yes

Answer: B. Yes. All SEIU Local 250 members are eligible to be part the Bargaining Team Committee.

6. Will there be an election for the Bargaining Team Committee?

- A. Yes
- B. No

Answer: A. Yes. The election for the Bargaining Team Committee will be held at each facility in February at the General Membership Meeting.

7. How does an employee become part of the bargaining committee?

- A. Contact Human Resources.
- B. Contact your Shop Steward or Field Representative
- C. Contact your Department Manager.

Answer: B. Contact your Shop Steward or Field Representative and fill out the Bargaining Committee Nomination Form. Deadline for turning in Nomination Form is January 30, 2004.

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WE NEED MORE SHOP STEWARDS! CHIEF SHOP STEWARDS

MGH: Vice Chief Stewards
Gina Mastergeorge
Home: 645-9157
Work: 453-4567
Debra Patton
Home: 348-6904
Work: 453-4171

METH: Chris Kurpies
Work: 423-6176

Bruceville Terrace:
Daryl Bell
Work: 423-6025

MSJH: Sherri Macias
Home: 971-0654
Work: 537-5037

Woodland Clinic:
Annette Hendrix
Refer to Union bulletin board for stewards' phone numbers.)

FOLSOM: Nikki Sparks
Home: 725-0614
Work: 983-7400

SEIU Local 250 Field Representatives:
Josie Summers: 275-6342 (MGH, MSJMC)
Mary Hennigan, 275-2659 (METH, BVT, FOL, WOOD)

STEWARDS MEETINGS
Methodist/Bruceville meets 3rd Wed. 1530-1630 hours. Location: Methodist Hospital

Mercy General meets 2nd Wed. at 1630 - 1730 hours. Location: MGH Greenhouse

Mercy San Juan meets 3rd Thursday, 1800-1900 hours Location: MSJH Conference Room.

Woodland Clinic and Hospital meets 1st thursday, 1730-1830 hours. Location: DCR 3 and 4

Mercy Folsom meets 2nd Tues. 1330 - 1530 hours Location: MHF Conference Room

MSJMC WELCOMES JOSIE SUMMERS AS THEIR NEW SEIU LOCAL 250 FIELD REP

Mercy San Juan Medical Center welcomes field representative Josie Summers. Josie became our field rep on December 22, 2003. Josie brings to SEIU Local 250 members, at Mercy San Juan Medical Center, a wealth of experience, professionalism and strength! Josie was actually a Mercy General employee for 14 years, prior to resigning to become a field rep for SEIU Local 250 as a representative for Mercy General Hospital.

Our Bargaining Unit members are extremely lucky to have a field representative with such a proven track record. Josie is now the

field representative for the two largest CHW Hospitals in the Sacramento area; Mercy General and Mercy San Juan Medical Center.

Some, though not all, of her duties are as follows: Reviewing working conditions of employees, investigating health and safety conditions, and most importantly, policing the collective bargaining agreement. She also insures that subcontracting is not taking place within the hospital. Lastly, she provides guidance to both shop stewards and bargaining unit members enabling us to enforce and protect our legally binding contract.



Josie, welcome as our leader at Mercy San Juan Medical Center! Sherri Macias, MSJMC SEIU Chief Shop Steward

BULLETIN! Meeting with CHW on wage adjustments for Imaging Services Techs at MHS will be held 1/21/04 at 1500 hours. LOCATION: MSJMC Call your Shop Steward or Field Rep. Josie Summers.

LABOR/MANAGEMENT TRAINING continued from page 1

the grievance in this situation. Based upon the role-playing that took place in this context, I am skeptical of the extent to which it is an effective and instructive tool. Maybe this is because role-playing is, after all, still only basically fantasy.

Still, I will acknowledge that I did kinda like play-acting the part of manager. But if I found this somewhat enjoyable in this context, it leads me to wonder how actual managers feel when they exercise managerial discretion. If just playing the

role of a manager can elicit enjoyable feelings, then this highlights the concern about restraints on managerial authority in general. That is, administrative discretion should be accountable to appropriate and fair administrative procedures.

I hope that this initial training session is the beginning of a process that becomes an effective liaison relationship between Management, HR and Shop Stewards. Since the Union is in its formative stages, **now** is the time that Management and

Labor can establish a foundation to create far better collaboration and an atmosphere of mutual respect between us. **Now** is the time to plant the seeds for future enhanced collaboration, which will hopefully result in at least some basic bonds of trust between Management and Labor.

Terri Leonetti, RCP Shop Steward. MSJMC

to all.