

THE UNION TALKS

JOINT LABOR/MANAGEMENT COMMITTEE TO SERVE AS CONFLICT RESOLUTION FORUM

FEB/MAR 2006

Volume 5 Issue 1

This is an MGH employee-produced monthly newsletter. It will report union activities and issues from MGH employees represented by SEIU United Healthcare Workers-West.



Letters and suggestions are welcome- send to dillwood@sbcglobal.net

Ellen Dillinger, Editor

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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 January 9, 2006, optimistic UHW members and MGH management fulfilled a significant contract requirement by holding our first Joint Labor/Management Committee meeting. Formed for the purpose of "reviewing, discussing and resolving issues of concern to both parties," the Committee consists of four union members, our field rep, the SEIU Assistant Director, the MGH President, and three members from HR and management staff.

So what are the issues of concern to both parties? Labor and Management become each other's problem if issues aren't resolved, so an initial agreement was made to identify problems and collaborate on their solution. Our first project involves Imaging shop stewards and management collaborating in an effort to discover ways to attract and retain hard-to-get radiology techs.

Job training and career ladders is another concern. An internal MGH job fair was proposed as a way to educate employees about available jobs and the training pathways required to obtain them.



The Joint Labor/Management Committee at its first meeting, January 9.

An issue which involves the whole hospital is morale: MGH President Denny Powell stated that in employee satisfaction surveys, "coaching and development" receive the lowest scores, and he is working with managers to improve this. UHW Assistant Director Morgan Gay suggested that one reason for low morale (and a larger number of unresolved grievances at MGH than at any other hospital) is the failure of HR to timely respond to the calls and discovery requests of Union Shop Stewards. "Low Shop Steward morale impacts the Union's ability to help the hospital with larger strategic goals," Morgan said.

To resolve this problem, HR agreed to respond to Shop Steward messages within 48 hours. (Request from HR: To ensure this outcome, leave messages with all 3 HR representatives). Twice monthly meetings with our Union field

rep, HR, and affected shop stewards will be scheduled to work out grievance snags and eliminate the grievance backlog.

Patient satisfaction is an issue of concern to all. Denny Powell stated that though our clinical outcomes are in the top 5% in the country, our patient satisfaction levels are not the best. Cathi Cline suggested that we strive to be more patient-centered as we provide care.

Two other issues were the proposed Spanos replacement wing (see back page) and Care Connect, a plan to computerize the whole hospital in 2007. Care Connect is intended to assist in selecting treatment plans, provide clinical documentation, and eliminate error.

A good beginning for the JLM Committee!

---Ellen Dillinger, Imaging

IN SEARCH OF THE PERFECT JOB

Most people spend a lot of their day at work. Some love what they do, while others dream of advancement or maybe a completely new career. With life changes such as family needs, additional education, or completion of a training program, we may look for new avenues to transfer into at our work site. As employees at Mercy General, we have the opportunity to bid into a different position, maybe with the promise of additional training in the new post.

The first resource for employees to refer to is the Recruitment Career Center, located in the South building near the cafeteria. They are open from 7:30 a.m. to 4 p.m., Mon-Fri. All current positions available can be accessed in this office, online, or on the job board located near the cafeteria by the ATM machine. Job postings in the book are updated twice a week, while the job board is updated every Tuesday. For those of us who are connected to the Internet, you can refer to the internal applicant site online at www.chwjobsnow.com. External applicants may search <http://www.mercygeneral.org> and select "Careers" and "View Job Openings" for current availability. The online job sites are updated more frequently. Both the Career Center and Human Resources have kiosks for online access if one doesn't have a computer at home.

All new or available positions must be posted in a location accessible to all employees for a minimum of seven (7) days before filling the vacancy. Some departments post jobs within their own area to notify their own employees, however this is not required. When the Employer does not intend to post a vacated job, they are required to notify the Union

of their intention and the reasons for it within 30 days of the date on which the position became open. In order to avoid layoffs, reduce excessive call-off, or to meet the need for a change in skill mix, the Employer and the Union may, after bargaining, agree not to post a vacated position.

Internal and external candidates may apply for any position. Internal candidates are current employees of CHW and must submit an online resume/profile with employment history and the Job Requisition Number(s) applied for. Updates to your profile on line can be made and stored if future applications are needed. Recruitment or the Department manager will then contact the employee if selected for an interview. Employees are contacted within 14 days if granted the position.

Once the employee finds a position, certain criteria must be met for the bidding process. Any current employee who has completed his/her probationary period may apply for a posted vacancy by submitting the above mentioned application to the corresponding online job site. Probationary employees may apply only within their own department. The probationary period is 90 days by our contract. There is an exception to this if the hours, times, days, shift or classification would change. There is also an exception for those who are in their current position as a result of layoff or job change.

From the available list of applicants, the manager/recruiter establishes the preference level. This is determined by meeting all of the reasonable qualifications of the job as well as meeting the minimum requirements for ability and performance. The



preference is then based on seniority. The selection order begins with regular employees from the same department, regular employees from other departments and limited part time employees from the same department, per diem and supplemental employees from the same department, limited part time employees from other departments, per diem and supplemental employees from other departments, regular employees in a similar classification from another CHW facility covered by an SEIU contract, and so on down the line.

Job bidding also occurs within clusters of facilities. Sacramento area facilities Mercy General, Mercy Folsom, Mercy San Juan, Methodist and Bruceville Terrace are clustered together with Woodland Clinic and Woodland Hospital. Prior bargaining unit seniority will remain for those transferring from one CHW Employer covered by an SEIU contract. For a complete list of seniority preference and department classifications, you can consult our contract's Article 13 on Seniority and Job Vacancies.

It should be added that temporary filling of vacant positions may occur

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THE PERFECT JOB...

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during the selection process. (Job vacancies do not include assignments caused by rotation of assignments among employees, sick relief or PTO coverage). There is also an avenue for employees absent during the posting of a desired position. If an employee is expecting to be on vacation for more than 7 days, he/she may submit a request for transfer to a potentially available position. This must be submitted in writing to HR. This counts as an automatic or open bid for 30 days or the period of the vacation, whichever is less.

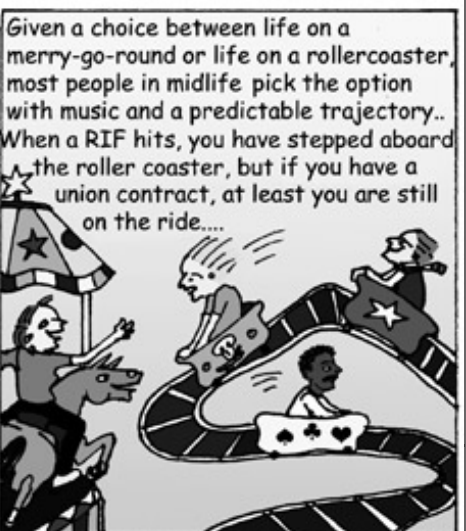
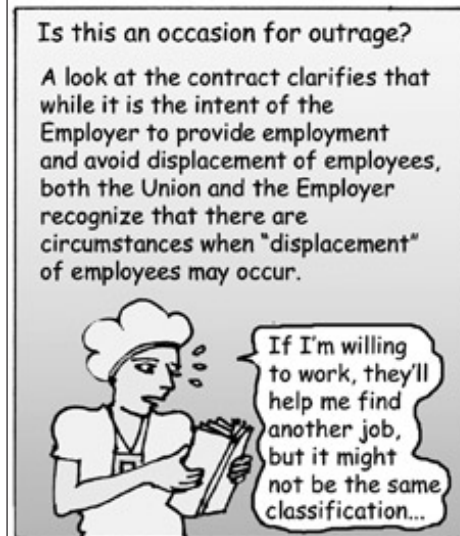
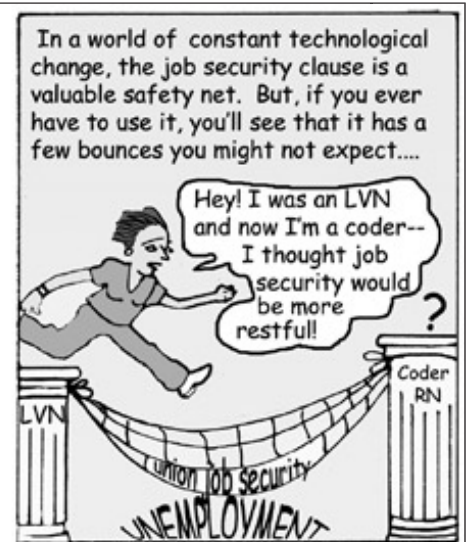
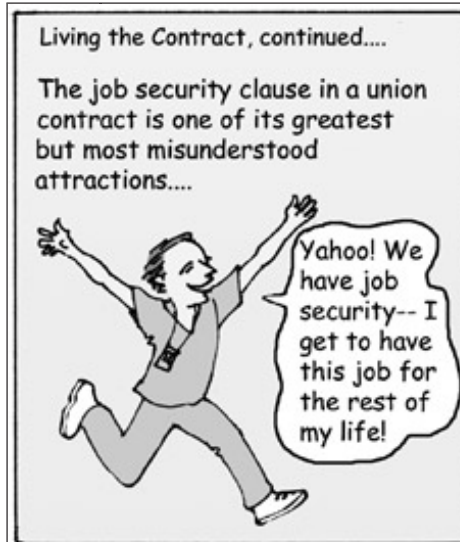
And lastly, once employees have transferred or been promoted into a new position through bidding, they will have a 90 day evaluation of their performance. If the employee is dissatisfied with the position or fails to perform to the required standard, the employee will be returned to their original position if it is still available. If not, they will be given a position in the same classification that is comparable.

There are lots of possibilities for advancement or promotion at our facility. The Recruitment Center is a helpful choice to answer questions, provide listings and information in the quest for that new job. The online website can also assist prospective applicants in creating an online resume for future job postings. It can track progress through the application process and make a transfer request if the employee is not able to do so in person. Any concerns regarding job bidding and contract requirements can be found in the contract copy located in your department, or with a shop steward.

Good luck on future endeavors!

Lorenza Clausen, RT
Imaging, Mercy General Hospital

HEALTHCARTOONS.....E. Dillinger



is an injury

THE UNION TALKS

SPANOS REPLACEMENT WING WOULD EXPAND MGH'S HIGHLY RATED CARDIOVASCULAR PROGRAM

MGH Steward Chairs

Chief Steward
Raj Dayal
 Home: 729-8187
 Work: 453-4084

COPE Chair (alt.Chief)
Sharon Martinez
 Home: 372-2145
 Work: 453-4440

Mobilizer Chair
Kathy Stegall
 Home: 682-0844
 Work: 453-4553

Secretary Chair/Editor
Ellen Dillinger
 Home: 441-3468
 Work: 453-4138

**SEIU UHW-West
 Field Representative:**
 Josie Summers: 275-6342

See list of Shop Stewards
 on Main Union bulletin
 Board near Cafeteria.

STEWARD MEETINGS

**Every third Wednesday,
 Time: 2 p.m.- 5 p.m.
 LOCATION VARIES**

It is the responsibility of the shop steward to inform their dept.manager in a timely manner of release time required for shop stewards' meeting.

**Feb 15 East/West Auditor
 Mar 15 East/West Auditor.**

**April 19 4101 J St
 Conference Room**

**May 17 Greenhouse A&B
 June 21 Greenhouse A&B**

**July 19 4101 J St
 Conference Room**

**Aug 16 Greenhouse A&B
 Sep 20 Greenhouse A&B**

**Oct 18 4101 J St
 Conference Room**

**Nov 15 Greenhouse A&B
 Dec 20 Greenhouse A&B**

It's no secret that MGH's proposed Spanos Heart Center has encountered opposition from both the neighborhood and the adjacent school. The school objects to its size (5 stories) and the neighbors are concerned about possible increased traffic.

So why is MGH proposing this? MGH President Denny Powell has described the Spanos replacement wing and the reasons for it at Employee forums, community meetings, and at the Joint Labor Management Committee. "The project is in part driven by State-mandated seismic requirements, but also by the need to modernize," Powell said. It would cost \$85 million to retrofit the existing structure to the seismic standards of 2013, and another retrofit would be required in 2030. If the existing buildings are not retrofitted by these deadlines, hospital units will close.

The Spanos replacement wing would expand MGH's highly rated cardiovascular program while maintaining current services such as ER, L & D, non-cardiac surgery, etc. There would



Mercy employees and visitors were treated in late January to the sight of large colorful balloons marking the site of the proposed Spanos Replacement wing.

be a net loss of acute care beds (through closure of the South and East units in the old building) but greater occupancy of the 128 new beds in the replacement wing, resulting in a projected need for an additional 15 hospital employees.

Whatever course is chosen, it's clear that there is going to be construction of some sort at MGH in the near future. If there is a retro-fit of existing structures, parts of the hospital will be closed during the retrofitting process and patient care services decreased during that time. If the Spanos replacement wing is built, there will be a transition of patient care to the new wing and the

parts of the old hospital that meet earthquake standards.

What factors should drive the decision of whether or not to expand and modernize this venerable old hospital? Should the concerns of a much smaller but equally venerable old school and the surrounding neighborhood supersede the need of the community for a safe, modernized health care facility?

As healthcare workers at the hospital and as part of the community, we definitely have a stake in the outcome of this important decision.

Ellen Dillinger, Imaging

SHOP STEWARD EVENTS:

- 1) **Feb 4 - Hospital Division Steward Council Meeting, Time: 10-2
 Place: Oakland Union Hall. Lunch and transportation provided.**
- 2) **Feb 11 - Shop Steward Training, Part 1. Time: 9 a.m.-3 p.m. 1911 F St., Sacto.Contact Josie Summers, field rep, for more information.**

to all.