

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

THE UNION TALKS

EVS EMPLOYEES HOLD FIRM ON RIGHT TO BARGAIN DEPARTMENT REDESIGN

What makes employees mad enough to march on the boss?

the manager's appearance made extensive questioning impossible, but he did

down to 22 by not filling vacancies---that's not bargaining in good faith!"

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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>



EVS shop steward Debra Patton (left) holding protest petition that EVS employees and stewards from other departments presented to the EVS manager.

On February 11th, Environmental Services employees at MGH reached their flashpoint, marching with shop stewards from their own and other MHS departments to the EVS manager's office. When the manager and an HR representative appeared at the door, they were greeted with a petition signed by 163 employees from throughout the hospital. EVS shop steward Debra Patton delivered the petition and a message to the manager, urging him to bargain in good faith with the union over changes in the redesign of their department. The brevity of

express a wish to meet with employees at some future time.

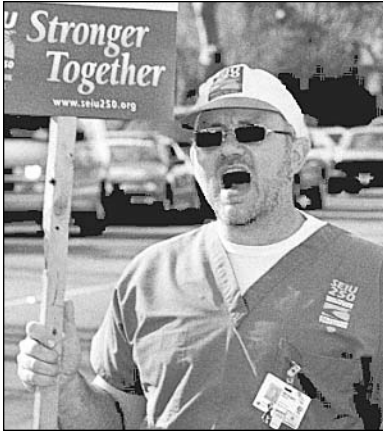
So, what is happening in EVS? For the answer to this, I spoke with EVS shop steward Debra Patton and her husband, fellow EVS employee, Ron. Both are concerned that EVS is already implementing staffing changes which are still in the process of being bargained with the Union. "The # 1 problem is that they're not filling full-time vacancies," Ron Patton said. "Here we are in bargaining over keeping 25 full-time employees and he's got us

"We're predicting management will come to us and say the work's getting done now with 21 or 22 people," Debra added, "but we're already having problems with injuries---One person hurt her back this week and is out on workman's comp. You get hurt when you're trying to do your own work and somebody else's, too!"

What "your own work" will be is another part of the redesign equation that is being bargained. Many changes in job assignments have been proposed, with work being taken away from

(cont. on page 4)

An injury



Shop Steward Bill Watson,
Mercy General Hospital

"Again, our Union at work. If it wasn't for our insistence on bargaining these changes, we'd all be waiting in lines to buy tickets so we can get out of the garage after slaving away for the boss..."

"It isn't the rebels who cause the troubles of the world, it's the troubles that cause the rebels."
--Carl Oglesby

PARKING TICKET REQUIREMENT ON HOLD, BUT...

If you've read the flyer put out by the hospital in reference to their concession of buying tickets to park on campus, you'll notice that mention of employee involvement in the decision to NOT make any changes at this time, is lacking. Most of you know that a contingency representing employee interests met with management and Human Resources people to "discuss" the proposed changes in parking policy at Mercy General. This discussion, although not as lively as some of the exchanges between these parties, had it's high points. The most significant being the hospital's agreement to hold off on making any changes to the parking procedures . . . for now. Yes, you read it right. There's a BIG "for now" involved here.

The "for now" is contingent on the outcome of further discussions between the hospital and employee representatives. By the way, read "employee representatives" as SEIU stewards and Field Reps. Again, our Union at work. If it wasn't for our insistence on bargaining these changes, we'd all be waiting in lines to buy tickets so we can get out of the garage after slaving away for the boss, and probably in these lines during our break time.

Keep in mind will you, that we are the only Sacramento CHW facility where employees PAY to come to work. Nice of them to allow us to continue to use cash.

In the meantime, remember, we are not out of the woods on this issue. More discussion is forthcoming and the outcome is still up in the air. We may yet have the inconvenience of buying tickets to get out of the garage while the general public will still be paying with real money. This is where I have the brain clog. Why, if visitors and patients will pay with cash, can't we? Again, it's back to the "tracking thing". The suspicions of the people talking with administration about this thing, are that it is a way of watching the comings and goings of employees. The tickets are numbered and "assigned" to you when you buy them. Easy enough to keep an eye on you. Oh, and by the way, again, we have been asked to stop being so suspicious of the stuff they're doing and learn to trust them. We formed a union here because they are so trustworthy. DUH !! After so many years of fecal material falling on us, we've learned to look up and expect it. You want trust? Walk the walk, don't just talk the talk.

For now, we will be able to pay with cash to get out of the parking garage. We can also pay with tickets or buy a parking card. The advantages and disadvantages of any of these methods are specific to the individual. Administration says that the tickets will speed up the exit from the garage. Let's see if it's true. Buy the tickets if you think it will help, BUT . . . for that one day where you were too busy to get to a counter and buy tickets because you're out of them, you'll be able to go home without being reported to a supervisor. No muss, no fuss after a trying day. Stressless exit from your place of employment. What a concept!

Don't leave it hanging here in the air either. Make your wishes known. Write a letter or sign a petition showing your support for the "many options to exit" option. As always, we fought very hard to get a voice. Sing out Sisters and Brothers . . . sing out loud and strong. Exercise your right to have a say. Think of it as your vote, and as the saying goes, "vote, and vote often . . ."

---Bill Watson, MGH

UNION EMPLOYEES AT WOODLAND HEALTHCARE MARCH FOR RIGHTS

Do you remember in grade school that the teacher made you write your name on the board when you left the classroom? Rather humiliating at that young age and even more so when you are an overworked and underpaid clerk in Medical Records Woodland Healthcare.

Management required each one leaving on their break to sign out. There was a monitor that watched you write the time you left and checked it, in order to prevent cheating. When you returned you signed back in under the eye of the monitor and your name was highlighted if you were late and you were required to make up the minutes at the end of the shift. Complaints were voiced loudly in the department as well as one-on-one with the supervisor. Management didn't listen. Management didn't care.

A group from Med. Rec. (see picture) brought this to the attention of their steward and she in turn passed it on to the SEIU Field Rep. A number of the Local 250 members from the department along with their steward decided that together they needed to take action against this unlawful humiliating requirement.

After a reassuring meeting with answers to their concerns and questions, a petition was accomplished and we **MARCHED ON THE MANAGER.** We met her in the hallway, and the women of Medical Records did a fine job of explaining their need to be heard, the need to be respected for their work and they demanded that this childish practice stopped.

UNION ACTION PUT A STOP TO THE UNFAIR PRACTICE IMMEDIATELY.

The courage of six women to act resulted in the end of the ridiculous requirement. That was a huge victory for those members and for all that struggle against similar unfair practices-but even bigger they now know the procedure of the union SEIU Local 250 action as well in the



Malinda Collins, Tracie Squires, Shannon Teaff, Patricia Brower, and Candyce Cain from Medical Records, Woodland Healthcare learned their Union rights and used them!

POWER OF UNITY. They learned their RIGHTS and now have a working understanding of how their contract works for all of us.

Look forward to watching these Union Members continue to learn and share in the success of SEIU LOCAL 250 not only here at Woodland Clinic, but also at Woodland Memorial when they get their contract which they are bargaining for at present time.

Annette Hendrix, SEIU Steward
Woodland Healthcare

MEMBERS WRITE.....

HOW ABOUT RETENTION?

Editor:

I find CHW's Recruitment and Retention policy to be a little one sided. They are offering sizable bonus packages to new hires and doing little for current employees. I feel that all employees contribute to the success of our patient care. When the new hires need supplies or advice on how our system works they come to the seasoned employees to find out how to get the job done.

I think that CHW undervalues it's current employees by not offering a Retention bonus. Perhaps an amount equal to an extra paycheck once a year either at the end of the fiscal year or at Christmas to say Thank You for staying. I also think that this should be across- the-board for everyone who works at the Hospitals. We are all valuable and important to providing quality patient care.

--Barbara Curry, LVN, MGH

David Robles, a receiving clerk at Woodland Memorial Hospital died on February 21, 2003 at the age of 42.

David had been an employee at Woodland since 1979, He will be greatly missed by his coworkers in the hospital. "He was more than just a coworker-- he was my buddy, and he will be missed by all," said Carmen Flores, his friend, co-worker and fellow union member.

Reported by Edna Hollins, Field Rep

TAKING THE GRIEVANCE TO ARBITRATION: HOW DOES IT WORK?

Employees who initiate grievances against the Employer are often disconcerted to find their complaints being evaluated by that same Employer during the Step I and Step II phases of the grievance procedure. At Step I, you're dealing with management and at Step II, Administration. Given these circumstances, why would the Employer ever find in the grievant's favor?

If the attitude of both parties is one of honest fact-finding and good will, Steps I and II can and do work. But when those elements are lacking, or if there is disagreement about interpretations of our contract, grievances unresolved during Steps I and II can be submitted at the request of the Union to an outside arbitrator. (The process for selection of an arbitrator agreeable to both parties is spelled out in the contract).



Local 250 attorney Bill Sokol consulting during a caucus break in arbitration. Field Reps Edna and Josie at right.

ed) sat on opposite sides of a table in the Union Hall as attorneys for both presented their positions to the arbitrator at the head of the table. The arbitrator's jurisdiction on these occasions is the interpretation and application of the contract and the decisions made are final and binding upon all parties concerned.

Knowing that the Union will take grievances to arbitration (and even win!) increases the incentive for management to resolve issues at the lowest level (in your department, or with a Step I grievance). From the employees' viewpoint, the arbitration process provides

What happens at Arbitration? On February 25th, representatives of the Union and CHW met for an arbitration hearing to settle several unresolved grievances. The two groups (including two employees whose grievances were being arbitrat-

an opportunity to step outside management's jurisdiction and get the judgement of someone with nothing to lose in the decision.

Ellen Dillinger, MGH

EVS EMPLOYEES HOLD FIRM.... continued from page 1

some people and added to others. EVS employees studied the changes and agree that some are reasonable, while others clearly are not.

For example, the work not done by EVS employees under one proposed change may be done by another classification of employees who previously spent their time on patient care.

"When I asked people to sign our EVS petition, some said "That doesn't apply to us---that just affects

you in EVS," Ron Patton said.

"I told them "Well, I'm doing the trash today, but tomorrow YOU may be doing your own trash, and I'll just be assigned to do the linen." They'd say "What! You mean I'm supposed to take time away from my patients and pick up trash?---gimme that!" and then they'd sign."

How the work is done and who does it are questions that should be answered in bargaining with the active

participation of those affected. "Those affected" could turn out to be you!

--Ellen Dillinger, Debra and Ron Patton, MGH

EMPLOYEE REINSTATED AT METHODIST HOSPITAL

As some of you may have heard, an employee was terminated by Methodist Hospital back in December. She had been a loyal employee for over 16 years of service with next to a spotless personnel file.

It all started a week before Christmas. The employee was called at home by her Department Manager, who was requesting a meeting with her. The employee had not the slightest idea as to what this was about. After some questions were asked by the employee, it was revealed that the employee was being called into this meeting to be terminated. The employee had asked if she could bring someone from the Union, and she was told no, that this was not an investigative but a disciplinary meeting.

Right away we (Local 250) were notified of this occurrence by the employee. She was told to go ahead with the disciplinary meeting and report back to us afterwards, since she was denied union representation by her Department Manager.

After looking into the case it was discovered that Methodist's H.R. Department had its own interpretation of Mercy Healthcare's Policy regarding unscheduled absences and corrective discipline. After a few meetings between H.R. and SEIU we knew this was going to be difficult since the misinterpreted policy had spread to all Managers and Staff at Methodist through staff meetings. We knew we would win, but we had to get someone's attention outside of Methodist.

At that point we decided to do the March on the Boss.

Not more that three days after the march, the employee was asked by Methodist to be reinstated with an administrative paid leave with back pay and benefits for time missed. Two weeks later the employee was back to her regular position at Methodist Hospital.

Thanks to everyone's hard work and unity we can get things done!

Chris Kurpies
Chief shop steward
Methodist Hospital

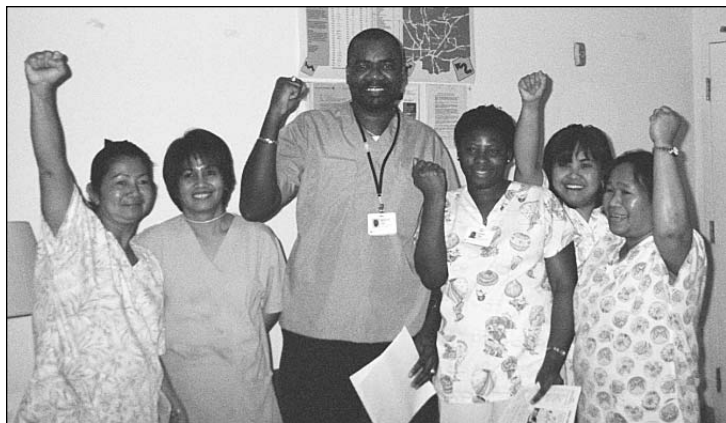
BRUCEVILLE TERRACE WELCOMES NEW SHOP STEWARD

Workers at Bruceville Terrace last week welcomed a new steward to the p.m. shift when rank and file member Igbinosa Amadusum, or "Ig" as he is known, presented field rep Josie Summers with his steward's application and a petition of support signed by coworkers.

"Ig" is a family man who's worked at Bruceville for nearly two years. He works at Station "B" on the p.m. shift. When asked why he wants to be a shop steward, Ig replied, "Now that we've become Union, we need to enforce our contract!"

This is a duty he does not take lightly. He understands the duty of building a stronger union and ensuring justice for coworkers. Welcome, Ig!

--Lydia Bone, Chief Shop Steward
Woodland Health



Bruceville Terrace employees demonstrating solidarity with new shop steward, Igbinosa Amadusum. (photo by L.Bone)

Because they were by themselves, CHW was able to stall contract negotiations. Once the rest of MHS joined the Union, Bruceville added its strength to the rest of the bargaining group and together we all got a great contract.

HISTORICAL NOTE:

In case anyone forgot, employees at Bruceville Terrace voted to join SEIU Local 250 in the first Union election in January 2000, almost two years before the rest of us at MHS took this great step. We salute their solidarity and foresight!

In 2004, our contract expires, and we will join 30,000 healthcare workers represented by SEIU in bargaining the next contract. As Bruceville experienced, more Union means more Power!

---- E. Dillinger/MGH

UNION MEMBERS PARTICIPATE IN SAN FRANCISCO PEACE MARCH

Physicians for Social Responsibility marched in the Peace Rally in Sacramento on February 15th and in S.F. on Feb. 16. PSR's International Study Team forecasts a grave humanitarian disaster in Iraq should war occur. Disruption of food rationing, failure of water and sanitation systems and lack of medicine, as well as being "collateral damage" will contribute to the humanitarian disaster.

On Sunday February 16th, I attended the Peace Rally in San Francisco. In the crowd were members of SEIU and other labor unions, members of religious organizations and people from many other groups--a crowd numbering between 150,000 and 250,000. There were Israelis, Palestinians, veterans from previous wars--people of every age, religion, and ethnicity. I met up with some Home

Health Care workers from San Francisco and we made our way through the crowd to connect with the SEIU group who were ahead of us.

I want to say first and foremost that none of us were against the troops who may possibly have to give their lives to do the job they have signed up to do on orders of their Commander-In-Chief, President Bush. However, we do not support this war that has, as of this writing, not been sanctioned by the U.N. There are far too many economic and social issues that should come first--people with no access to health-care, poverty wages, lack of housing, substandard schools--and these problems will only escalate with a war.

There were many demonstrations during the Viet Nam war, but none drew as many as this recent world-wide rally for peace. I remember the Viet Nam war and the pain of losing friends and seeing my loved ones go off to fight. I was fortunate not to lose any family, but some of my friends were not so lucky. The good-byes are horrible, not knowing if you will ever see that person again. So, I have deep respect for the families who must watch their loved ones leave. If we do go to war with Iraq, may God be with everyone who has to experience this and let our loved ones return safe.

-- Sharon Martinez, Shop Steward, MGH

LOCAL 250 MEMBERS JOIN SACRAMENTO LABOR COUNCIL

SEIU Local 250 has expanded the size of the Sacramento Central Labor Council by about 20 new members. SCLC President John Borsos conducted the swearing-in ceremony for these Union employees of MHS, Woodland, and Kaiser at the SCLC Union Hall on February 18th. The SCLC exists to provide aid, information and support in furthering the policies and projects of organized labor (that's us!). This includes proposing and promoting legislation favorable to workers, and encouraging workers to exercise their rights as citizens of their local, state, and national communities.----Ellen Dillinger, MGH



TAKE THIS QUIZ AND EARN CHANCE TO ATTEND UNION INFORMATIONAL MEETING!

1. In 1965 Cesar Chavez organized a nationwide boycott involving what type of fruit?
a. oranges b. tomatoes c. grapes d. strawberries
2. What year does the contract between CHW (Sacramento) and SEIU Local 250 expire?
a. April 2005 b. April 2003 c. April 2004
3. Which state created the first unemployment insurance act?
a. California b. New York c. Wisconsin d. New Jersey
4. If an employer fails to provide an employee a rest period, the employer shall pay the employee?
a. 1/2 hr. of pay b. 1 hr. of pay c. 1 1/2 hr pay
5. Which state was the first to allow local and state government employees the right to strike?
a. New York b. Ohio c. California d. Hawaii
6. Are Temporary employees covered under the contract between CHW (Sacramento) and SEIU Local 250?
a. only if they work more than 40hrs a pay period b. If they have worked more than 6 months as a temporary
c. No
7. Which type of workforce first used the labor tactic known as the "blue flu"?
a. Garment workers b. hospital workers c. police officers
8. Is Medical Retirement a benefit provided by CHW to members of SEIU Local 250?
a. only if you have worked for 30 yrs with CHW b. Full coverage provided after 10 yrs. of service.
c. None whatsoever is provided

Answers: 1. grapes 2. April 2004 3. Wisconsin 4. one (1) hr of pay 5. Hawaii
6. No 7. Police officers 8. Nonewhatsoever

Bring this completed quiz to the next Local 250 General Membership Meeting (see schedule of meetings on Union bulletin boards located throughout the hospital) and win the admiration and respect of fellow employees!

WE NEED MORE SHOP STEWARDS!

CHIEF SHOP STEWARDS

MGH: TBA
 Home:
 Work:
 METH: Chris Kurpies
 Work: 423-6176
 Bruceville Terrace:
 Christine Thomas
 684-9265
 MSJH: Sherri Macias
 Home: 971-0654
 Work: 537-5037
 Woodland Clinic:
 Lydia Bone
 (On union leave.
 Refer to union
 bulletin board for
 stewards' phone
 numbers.)

SEIU Local 250 Field Representatives:

Josie Summers: 275-6342
 (MGH, METH, BV TERR)
 Edna Hollins 321-2322
 (MSJH, 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 Green-house

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

CLASSIFYING CATS AND DOGS



MARCH FORTH ON MARCH 4TH FOR LIVING WAGE

SEIU is at the forefront of making Sacramento a Living Wage City. What does this mean? It means that businesses must pay their workers a living wage if they: a) have contracts with the city worth at least \$25,000 (and have at least 15 employees) or b) receive at least \$100,000 in economic development money from the city. A living wage in Sacramento is determined to be \$10/hour with benefits or \$12.84 without.

There are already 100 Living Wage cities in the U.S. We have the support of four Sacramento City Council members and need only one more vote to make this a reality for the working poor in our city. Our tax dollars should not subsidize businesses who pay poverty wages!

**WE ARE THE UNION AND TOGETHER WE CAN MAKE THIS HAPPEN!
 RALLY AND CITY COUNCIL MEETING TO DECIDE LIVING WAGE NEEDS YOU!**

WHEN: Tuesday, March 4, 2003
 TIME: 6:00 P.M.
 WHERE: Interim City Hall at 730 I Street