



## CHEU Bargaining Update

May 26, 2017

### SAFE STAFFING, WAGES AND BENEFITS ARE ON THE TABLE!

We met with Palomar today in our efforts for a strong Contract that addresses staffing, supplies, and equipment issues that impact safe patient care and the ability to retrain and recruit workers. We are building in financial incentives for Palomar to staff adequately, like penalties for short-staffing, or for missed breaks/meals, or more pay when Caregivers and Nurses pick up extra shifts when needed. However, Palomar is focusing on takeaways like insisting on the ability to cancel more than twice per pay period or Sunday's not being a weekend shift for night shift. Overall, Palomar is being rude and treating CHEU as second-class citizens. That is unacceptable! Safe patient care requires a full team and we stand together for the sake of the patients! Palomar said that our proposals aren't realistic. We reminded them that the CEO wages and benefits come from the same budget as the Contract. Yet another example of two classes at Palomar – the Executives and the rest of us.

For years, Palomar has paid us at the 50th percentile of area median wages, but that included LTACs, mental health facilities, and hospitals in Imperial County, where the cost of living is much less. We proposed that Palomar pay across the board wage increases based on the 80th percentile of the hospitals that are our partners (Kaiser), are other trauma hospitals (UCSD, Scripps, Sharp, UCSD, Rady's), and our neighbor (TriCity). Palomar told us earlier that they check how competitive our wages are on a quarterly basis. Our proposal ensures that we stay competitive with our real competitors, on a quarterly basis, addressing their stated concern about implementing wage increases. Today, Palomar told us that they don't know what information they will rely on for determining proposals on wages. Yet, they want us to trust them to determine increases? No way!

Before the union was here, starting wages and wage increases were arbitrarily decided by the chain of command. Caregivers would be hired in making more money than those who had been here longer, or who had more years of experience. There was no transparent, accountable or fair process to decide starting wages or who would get increases, when they would get increases, or how much the increases would be. Caregivers must be advocates for safe patient care. Caregivers need to be protected when they speak up and not be worried about whether your advocacy could impact your wages, compensation, working conditions, etc. The Contract protects you when you protect your patients.

We proposed language to address the retention and recruitment issues at Palomar that lead to short-staffing:

- Increase the amount that Palomar contributes to retirement to 8% and moving to a defined benefit pension (a traditional pension, in this case the Steelworkers Pension Trust).
- Caregivers receive the same insurance benefits package that CEO Bob Hemker receives:
  - Health, dental, and vision coverage for employees and employees' eligible dependents paid for 100% by the employer.
  - Term life insurance in the amount of four times the base annual salary.



### CHEU Bargaining Team

Pacita Balcom, 4E Surgical Acute,  
PMC West, [pbalcom1@yahoo.com](mailto:pbalcom1@yahoo.com)

Herminia Filares, 5W Critical Care,  
PMC West, [herminiafilares@gmail.com](mailto:herminiafilares@gmail.com)

Rich Jachmowicz, Cardiology Services,  
PMC West, [echoboyrich@gmail.com](mailto:echoboyrich@gmail.com)

Gil Millan, Food & Nutrition,  
PMC West, [arizagil@msn.com](mailto:arizagil@msn.com)

Ramona Rios, 7W Neuro Acute,  
PMC West, [Ramonar59@gmail.com](mailto:Ramonar59@gmail.com)

Luz Sagun, Skilled Nursing,  
Pom./Villa Pom., [luzprimos@gmail.com](mailto:luzprimos@gmail.com)

Grace Vicente, Sub-Acute,  
Pom./Villa Pom., [grct3vicente@yahoo.com](mailto:grct3vicente@yahoo.com)

Nora Olvera, Patient Transport,  
Downtown, [noradjo@gmail.com](mailto:noradjo@gmail.com)

Erik Olsen Fernandez, Labor Rep  
[efernandez@calnurses.org](mailto:efernandez@calnurses.org)  
619.518.0497

# CNA/CHEU: A Vision for Healthcare.



- Reimbursement for personal term life insurance policy premiums, for coverage up to a maximum of an additional \$1,000,000.
- Long term disability in the amount of 66 2/3% of base annual salary.
- Increase the percentages of the medical premium that Palomar pays for retiree medical and to offer retiree medical to more Caregivers.

We proposed language to address the lack of staffing, supplies, and equipment:

- When Caregivers, including Per Diems agree to work an extra shift or extra hours after the schedule is posted, the extra shift/hours shall be “call-in” pay.
- Increase call pay to \$12/hr, which is what our partner Kaiser pays.
- Increase call-back pay to double-time and with a 3-hour minimum call-back.
- Limit mandatory call to no more than one call shift per week (Caregivers can choose to take more call).
- Increase Preceptor pay to \$5/hour.
- Increase Lead pay to \$2.50/hour and Lead positions awarded according to Article 18.4, like any other job posting.
- Increase medical interpreter pay two pay grades.
- Language giving more power to the CHEU Committee to address short-staffing of Caregivers. We have proposed a CNA-to-Patient staffing ratio of 1:8, or less depending on patient acuity.
- A form and process to address a lack of equipment, resources and/or tools.
- Double time for:
  - Any hours worked in excess of 13 in a workday.
  - Working an extra shift after the schedule has been posted (for Per Diems too).
  - Missed meals/breaks or breaks/meals not duty-free.
- All hours worked on evening or night shift will be paid those differentials, all job code pay grades will receive the same pay for shift differentials, and increases to those differentials.
- A weekend shift differential.
- All federal and state holidays recognized. And call-in on holidays, paid at double time.
- Caregivers where units are closed for holidays, or other reasons, will not have to use their PTO for those days, unless they want to.
- The Nurses have contract language limiting the number of cancellations or flexes per pay period to two. So, we proposed this same language saying, like the RNs, that we can’t afford to lose up to 1/3 of our pay per pay period.

We proposed language that Palomar will take seniority into consideration when deciding scheduling preferences and overtime. Palomar does not want to recognize longevity or loyalty by recognizing seniority. Furthermore, we proposed more transparency and accountability for decisions around shift assignments, scheduling preferences, overtime assignments, and assignment of routes/routines.

We proposed establishing a Caregiver Community Corps, in response to the top four health needs in the County which are Mental/Behavioral Health, Diabetes (Type 2), Cardiovascular Disease, and Obesity.

To show good faith bargaining, we agreed to extend the Contract until 11:59p, June 23. We usually get increases in June. Past practice is that increases are negotiated to be retroactive upon ratification of the Contract. CHEU bargains again on Friday, June 2.

#### ACTION STEPS:

- Come tell the Board of Directors that CEO Hemker must deliver a Contract that protects patients, not puts patients at risk, and addresses issues with staffing, supplies, equipment, recruitment and retention:
  - Mon, 6/5, 4:30p – Board Budget Wkshop/Finance Cmte, Raymond Conf. Room, PMC West, 2<sup>nd</sup> Fl
  - Mon, 6/12, 6:30p – Board of Directors Meeting, Graybill Auditorium, Downtown Campus
  - Tue, 6/20, 6p – Board HR Committee Meeting, Raymond Conf. Room, PMC West, 2<sup>nd</sup> Fl
- Come to our monthly membership meetings:
  - Wed, 6/7, 6:30p – Cafeteria Alcove Conference Room, PMC Escondido/West

## CNA/CHEU: A Vision for Healthcare.