



## CHEU Bargaining Update

June 19, 2017

Early in the morning, both parties agreed to language on the Arbitration and Highest Quality Care – Equipment, Resources & Tools articles. On the Arbitration article we were able to slightly increase the percentage of women on the list of arbitrators by increasing the list to seven and including 3 women (42%). For years, the lack of needed equipment, resources, and tools has gotten in the way of safe, quality patient care. The Highest Quality Care – Equipment, Resources & Tools article creates a process to track what we are lacking (including staff), when we have told Palomar about the problem, and to hold them accountable for not providing what is needed. This is an important article.

Later in the morning, both parties also exchanged the Community Health Needs article without resolution and we gave Palomar the Health & Safety article without hearing back. Unfortunately, Palomar was unprepared to bargain for most the rest of the day and we ended up waiting for them to counter on the other 14 articles they had in their hands. Again, we need to move on to the other serious issues so we can finish these negotiations prior to the expiration of the contract extension on Friday, June 23<sup>rd</sup>! Other critical articles like these below have not been addressed by Palomar.

- Safe Patient Handling/Lift Program
- CHEU Committee (Safe Staffing included)
- Medical Interpretation
- Education, Training, Tuition Reimbursement & Mandatory Classes
- Hours of Work (Call Pay, Standby Pay, Scheduling, etc.)
- Pension (Switching to a Traditional Pension to Retain & Recruit Best Caregivers)
- Insurance Benefits (Retain & Recruit Best Caregivers)

The delay on these articles and others must end.

CHEU bargains again on Friday, June 23.



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

#### ACTION STEPS:

- Come tell the Board of Directors that CEO Hemker must deliver a Contract that protects patients and addresses issues with staffing, supplies, equipment, recruitment and retention:
  - **Tue, 6/20, 6pm – Board HR Committee Meeting, Raymond Conf. Room, PMC West, 2<sup>nd</sup> Flr.**
  - **After the Board HR Committee, join us at Stone Brewery at 7:30pm to discuss bargaining.**

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