



CHEU Bargaining Update

April 28, 2017

Today, we met with Palomar and gave them six articles.

We proposed language consistent with Palomar's Lucidoc procedure on Safe Patient Handling, Movement, and Evacuation (#20412) that provides a process, including a form, for caregivers and nurses to report and refuse an unsafe lift, reposition, or transfer. We proposed to put much of the language in the Contract to keep Palomar accountable to all of us given that not even the Lift Coordinators had seen this policy before. Palomar made a counter-proposal that left out critical components for patient and worker safety.

To protect Caregivers, we proposed language:

- to make sure that there are lift and transport teams 24 hours a day, 7 days a week, at all the facilities including Villa Pomerado and the Pom Outpatient Pavilion.
- to change Article 10 and limit Palomar to only two cancellations/flexes per pay period, and no more, like the nurses currently have.
- Health and Safety language to give front-line workers more voice in the processes and decisions around protections from infectious diseases, workplace violence, and environmental and chemical hazards in the workplace,
- Safe, free parking within close proximity, with shuttle service.

We also proposed language to address the student loan crisis and be able to recruit and retain workers by:

- doubling the amounts for tuition reimbursement since they haven't changed since 2003,
- jointly promoting the federal Public Service Loan Forgiveness program,
- that Palomar provide a Student Loan Educational Award of \$1000 for each year of service at Palomar Health to help pay off workers' student loans.

Palomar made a package proposal to take away our rights to negotiate wage increases, saying that we should just trust them to do the right thing. Obviously, we want a voice in how our salaries are determined.

CHEU bargains again on Friday, May 12.



CHEU Bargaining Team

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ACTION STEPS:

- Sign the petition supporting your Bargaining Team! Volunteer to collect signatures.
- 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., 5/8, 6:30p – Board of Directors Meeting, Pomerado Hospital, 3rd Fl
 - Tue, 5/16, 6p – Board HR Committee Meeting, Raymond Conf. Room, PMC West, 2nd Fl
- Be honest in your Employee Engagement/Voice Surveys!

CNA/CHEU: A Vision for Healthcare.