



CHEU Bargaining Update

June 2, 2017

We started the day with Palomar needing to respond to 15 Articles we had proposed, to our four. Throughout bargaining, Palomar has proposed only three Articles, and they do not address serious issues. They also refused to counter on our compensation proposals. Our proposals come from the real issues: Bargaining Surveys, grievances filed, and other concerns that have come up repeatedly.

Today, they said our proposal to pay at the 80th percentile of San Diego County Trauma Centers, Kaiser, and TriCity (our actual market competitors) was unrealistic. We proposed that they survey on a quarterly basis these 6 hospitals who we are losing Caregivers to and make sure that we are getting paid at the 80th rather than the current 50th percentile. Instead, of responding to our proposal, they continue to push "Management's Rights". Remember, the more rights Management has, the fewer rights we have.

What Management's Rights Means to You:

- Loss of wage grid
- Subjective raises based on favoritism
- New hires getting paid at a higher rate than current staff
- Loss of ability to negotiate competitive pay
- Wage freeze

We have also proposed lift and transport be available 24/7 to all patient care departments at all facilities, including Villa Pomerado and the Pomerado Outpatient Pavilion. Palomar is so out of touch, their proposal removed lift and transport from Downtown, because they didn't know that Downtown currently has lift and transport.

We proposed language that Palomar use seniority as one of several criteria when deciding scheduling preferences and overtime because it's a constant issue. Furthermore, we proposed more transparency and accountability for decisions around shift assignments, scheduling preferences, overtime assignments, and assignment of routes/routines.

We continue to propose a Caregiver Community Corps to address the top community health needs in the District.
CHEU bargains again on June 6.



CHEU Bargaining Team

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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:
 - Mon, 6/5, 4:30p – Board Budget Wkshop/Finance Cmte, Raymond Conf. Room, PMC West, 2nd 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, 2nd Fl
- Come to our monthly membership meetings:
 - Wed, 6/7, 6:30p and 7:30p – Cafeteria Alcove Conference Room, PMC Escondido/West

CNA/CHEU: A Vision for Healthcare.