

## Med/Surg Scheduling Issues

At our June 30 Membership Meeting, RNs in Med/Surg and DOU expressed concern over frequent cancellations. During the discussion, some members said they feel the problem is caused by poor management scheduling. However, management has previously said that the problem is due to RNs self-scheduling for the same days and/or shifts.

What came out at the meeting is the possibility that there is a vicious cycle going on: RNs are cancelled due to too many RNs self-scheduling the same shifts, they then get cancelled frequently, so the RN signs up to work additional shifts at another hospital. This leads to RNs either refusing shifts at Encino or maybe even calling in sick. This then leads to shortages on the least favorable shifts and management feels they have to hire additional RNs.



Folks, if we want this scheduling problem to get better instead of worse, we need to work together! We have asked and will continue to ask management to stop hiring new RNs when the existing RNs are not getting enough work. While we can not make them do this, we DO HAVE control over our own actions. Self-scheduling is allowed but is not final, meaning your manager has the last say. Managers have the responsibility to balance and approve a working schedule. If RNs call in sick so much that it becomes a regular pattern, such staff is subject to counseling which could lead to progressive disciplinary actions.

## Cancellation vs. Flexing

RNs would like cancellations and flex days listed separately and then rotated among staff separately. Currently flex days are counted as a cancellation, but those cancelled are losing a whole day's work vs. losing four hours of work when flexed. Our Bargaining Team will discuss whether to ask for this to be included in our contract at the bargaining table.



RN members at the meeting also requested that rotation lists be maintained on the units instead of solely in the nursing office. Our Union will make the request.

## Upcoming Membership Meeting

Wednesday, July 27, 2011

@7:30 a.m.

Classroom by ER

All Encino Hospital Medical Center RNs are encouraged to attend. We will provide yummy breakfast food and refreshments (Starbucks coffee!) so please join us!

## Per Diems Bumping Full-Timers

Per diems have the ability to bump full-time RNs from extra shifts because they can call the day before the shift and say they want it. RNs have requested that per diems have the same requirement of signing up for extra shifts a week ahead of time just like full-time RNs are required to do. Full-time RNs also claim that the number of days a per diem works in a month is not monitored or enforced by management, which also leads to full-time RNs being unable to obtain extra shifts.

## Dues for Members Working at Both Encino & Tarzana

Members provided our Union with a list of RNs who work both at Encino and Tarzana and would like their dues from Tarzana retained rather than having to pay Encino dues by check. Our Union Rep has informed Local 121RN's Membership Administrator of this request and he is currently looking into whether Tarzana dues will be retained for May and June. These members will need to pay dues themselves starting for hours worked in July since Providence has now stopped dues deduction at Tarzana.

If you have not paid your Union dues for April, May or June, please go to [www.seiu121rn.org](http://www.seiu121rn.org) to pay via PayPal. Click on the Encino Hospital page under "Our Hospitals" in the purple bar near the top of the page. Thank you for supporting our Union!