

Bargaining Team Addresses Healthcare Plan Changes, Etc

We presented the hospital with a number of bargaining proposals including:

- **Union Representation**
- **Employee Status**
- **Seniority**
- **Job Vacancies, Posting and Bidding** (see box at right)



Healthcare Plan Changes

Our contract says that the employer shall not reduce the employee health insurance coverage benefit and will not increase employee deductibles and/or copayments. We have filed a grievance as a result of recent increases in copayments and deductibles.

Security Alert!

There was an attempted attack on an employee in the parking lot as she was leaving work. All employees are urged to request a security escort at all times after dark. **You may call Security at: ext. 2121 or (818) 708-2121**

Our contract language states: "The Employer will provide free Employee parking within a reasonable distance of the workplace. The Employer will make its best effort to provide security for Employees at all times in and around the Employer's premises. After dark and subject

"Everyone should ask for a security escort when you go to your car at night, especially the Etiwanda lot, the parking structure and the bone yard. We fought hard for this contract language and, for your safety, we ask that you use it."



Sandy Thompson, RN

to operational needs of the Employer, a security escort to the parking area will be made available at the request of an Employee."

Filling Vacancies

We discussed clarifying language so that it's easier to understand and more fair. Following is our team's proposed language:

If two (2) or more qualified applicants submit a bid for a vacancy, the position will be awarded in the following order:

1. **Full-Time Employees and Part-time 1 Employees in the Cost Center.** First, to the full-time employee or part-time employee with the greatest bargaining unit seniority working in the Cost Center where the vacancy exists;
2. **Full-Time Employees and Part-Time 1 Employees in the Hospital.** Next, to the full-time employee or part-time employee with the greatest bargaining unit seniority in the hospital;
3. **Part-Time 2 and Per Diem Employees in the Cost Center.** Next, to the Part-Time 2 and per diem employee applicant with the greatest bargaining unit seniority working in the Cost Center where the vacancy exists;
4. **Part-Time 2 and Per Diem Employees in the Hospital.** Next, to the Part-Time 2 and per diem employee applicant with the greatest bargaining unit seniority in the Hospital.

DOU Grievance

DOU employees signed a petition around weekend scheduling concerns. Steward Jan West has met with DOU managers to resolve this ongoing concern. Management has assured her that they will follow the contract in terms of weekend obligations.

This means employees will be assigned to work every other weekend and not one weekend day each weekend. Let your steward know if the hospital is not following this contract language.

For more information, contact your Bargaining Team member: Jim Owen, Karen Pelone, Karen McDaniel, Sandy Thompson, Sue Stephens or Julia Clare.