

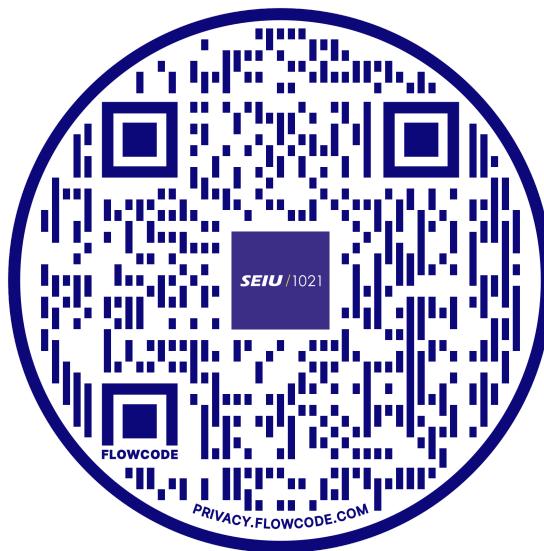
SEIU 1021 SFGH RN CHAPTER NEWSLETTER

August 2022

Reminder to check the webpage for regular updates!

<https://www.seiu1021rns.org/>

ADO QR CODE



We have made ADOs easier to access and fill out from your cell phone.

The data is emailed directly to your union leadership.

We want to know what your working conditions really are!

Reminder from your MOU: "The City and the Union agree that employees subject to this Agreement shall not be discriminated against for the filing of an Assignment Despite Objection (ADO) form."



Our New Contract went into effect on July 1, 2022.

The most obvious change members should see is the pay increase that went into effect on July 1. It was 5.25% across the board, with additional increases for those at Step 6 - 10. If you have specific questions about how this was implemented, reach out to a steward.

Why isn't the new contract posted on the website yet?

The contract, once ratified, enters a redlining phase where both parties review all changes to ensure they agree on the language and then both parties approve the final edits. We are in that process now and will post the new link as soon as possible.

Summary of Contract Changes can be found here:

<https://www.seiu1021.org/article/sf-rn-worksites-meetings-ratification-details>

YOUR CONTRACT NEEDS YOU!

Every contract is only as strong as those who choose to enforce it.

Our current team is working harder than ever to educate themselves, and to educate you, the members on how to leverage your contract for the best possible working conditions.

Join us in becoming an expert on our contract so we can ensure we are all protected and respected!

<https://www.seiu1021.org/training>



The Grievance Grotto



PTO CAP UPDATE

All employees who exceeded their PTO Caps should have received those hours paid out to them in the last paycheck. We are submitting an information request to see how many members this affected. If you feel you should have received a payout and did not, please contact a steward so we can investigate.

INAPPROPRIATE STEP PAY

The city provided no progress on this and allowed the grievance to advance to step 4. We are awaiting an arbitration date.

LABOR AND DELIVERY MISSED BREAKS

This grievance is pending arbitration in the fall. FTE increases that were promised to the MCH dept have yet to be implemented. We have kept this grievance on the arbitration calendar to allow us to assess if the FTE increases are sufficient to reduce the number of breaks missed in this department.

ELEARNING MODULES

We have seen progress on this issue. Administration is working with the departments who produce ELearning modules to determine how long they take to complete. Once we have this data we can discuss the mechanism to ensure staff know how to receive payment for these modules. This remains on the arbitration calendar but we hope to resolve before that date.

BILINGUAL PAY GRIEVANCE

We have seen some progress on this issue. DHR is investigating the members who were denied bilingual pay after 7/2019 and to determine the backpay they are owed. The second step in resolution will be instituting quarterly exams across multiple sites and ensuring that all certified employees receive the bilingual pay premium..

TUITION REIMBURSEMENT GRIEVANCE

Progress on this is mixed. There are changes coming to the way pre approvals and expense reports will be submitted. These will simplify the process, which is very good for employees. The challenge we have now is ensuring that the expense reports are paid out in the timely manner. We are pursuing that through an information request for all parties who were denied tuition reimbursement at the end of this recent fiscal year. If that is you, expect to hear from someone to follow up..

CNAs IN THE ICU

Preliminary meetings were held on this issue. DHR agreed to confirm that the staffing plan and budget are appropriate to staff the ICU with the required CNAs. We are awaiting a response from DHR on their investigation of this issue.

BERT TEAM IN THE ED

BERT team usage across the hospital is increasing. We are working closely with the department directors to evaluate the effectiveness of this new team, ensure that they are appropriately supervised in their role, discuss ways to expand services, and increase staff education as to their role within the ED and throughout the organization. This will be an ongoing process. The Workplace Violence Committee is also expanding to include more front line staff members to weigh in on the function of this team.



P103s cannot get overtime and holiday pay in the same week.

Ummm.... Says who? We have been alerted that recently some staff have been denied overtime as payroll codes their 'holiday time' differently. Meaning that the holiday time is not counted towards the total number of hours worked in the week. This practice is inconsistent with our MOU and we are investigating the appropriate approach to fix this.

MOU language reads as follows:

"359. 3. For External P-103 Per Diem Nurses, anytime worked under proper authorization of the appointing officer in excess of forty (40) hours in a week shall be compensated at one-and-one-half (1-1/2) the base hourly rate which shall include shift differential if applicable."

We will keep you updated as to resolution on this issue. But our MOU does not indicate that holiday hours will not be counted toward the total number of hours in a week.

Mandatory Overtime and the Quality of Care Premium

Many people are being mandated to work overtime hours with critical staffing levels almost across the board. While chapter leadership is putting pressure on DHR to hire more staff, we need current staff to be aware of what their rights are in terms of overtime compensation.

The MOU language reads as follows;

"325. To compensate employees during heightened workload periods necessary to ensure appropriate levels of patient care, nursing professionals in Classes 2320 Registered Nurse, 2323 Clinical Nurse Specialists, 2325 Nurse Midwife, 2328 Nurse Practitioner, 2330 Anesthetist, 2340 Operating Room Nurse, and 2830 Public Health Nurse, shall be entitled to pay at a rate of time-and-one-half for any hours worked that impinge upon the industry standard of a 12-hour rest period between the end of one shift (including mandatory overtime or voluntary overtime worked in lieu of mandatory overtime) and the start of the next shift."

**KNOW
YOUR
RIGHTS**



What does this mean to you? As a 0700 - 1900 employee, if you stay over until 2300, then RETURN at 0700 the next day you are entitled to time-and-one-half for the hours of 0700 - 1100 - the hours that would have ensured you a 12 hour rest break. We have been ensured by administration that all managers and payroll clerks have been reminded of the Quality of Care Premium and RNs are encouraged to ensure they are receiving it.

Ensuring our overtime and missed breaks are being paid out appropriately is in no way an attempt to reflect poorly on a Charge RN or Manager. Charge RNs are also encouraged to document their missed breaks! New administration at ZSFG encourages this bookkeeping as a way to ensure we are tracking areas that need additional funding and alterations to their staffing plans.



Are parking passes a perk?

(and can you say that three times fast?)

Maybe not, but an unfortunate cost of living in the Bay Area. Many staff have been waiting years, "on the list" for a parking pass, and many others report that these passes are handed down by retired and separated employees... the parking pass underground so to speak. As parking becomes even more of a premium with new construction on campus we have asked LAZ to audit the list and help us see where things are.

For those of you who struggle with this we have been advised that the off campus lot on San Bruno is open with passes available. Shuttle service is provided regularly during the day shift until 8:00pm.

More info to be found here:

<https://zuckerbergsanfranciscogeneral.org/wp-content/uploads/2018/09/valetparkingservice-ZSFGH-draft2.pdf>

HIP HIP HIPPA -yay and HIPPA- nay.

Keep checking back as we explore the ends and outs and the crazy complex world of HIPPA do's and HIPPA don't.