

SEIU 1021 SFGH RN CHAPTER NEWSLETTER

JANUARY 2021

Our chapter has launched a webpage. The goal is one stop clicking for all our nursing members. Information that pertains to YOU and your working conditions. Forms that you require access to. Bargaining updates and more.

Check out the URL and bookmark it so you can find your way back!

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

We intend to post electronic ADO forms, missed break forms and violent incident reporting forms on this webpage. Keep your eye out for QR codes on union bulletin boards in the coming weeks! This will enable our chapter to collect information, new millennium style and communicate with members in real time.

New Column:



Submit your “Is it true” questions and we’ll do our best to post the pertinent answers in the newsletter. We know there is a lot of misinformation flying around. This month’s latest:

“Is it true “The Union” is blocking the hire of travelers and that is why we’re so short staffed?”

Gotta love that one.

Here’s the skinny.... DPH, which has adamantly DENIED that SFGH is under budgeted for, oh, about a decade now recently asked the Board of Supervisors for an additional **\$59 million**

dollars specifically for the employment of temporary registry staff RNs. Did they ask for additional funding for full time RNs? Part time RNs? Hiring bonuses? Nah – just registry.

Now, we all know our registry colleagues work hard alongside us and are worth every penny they earn. However, we ALSO know how much of a strain it is on you to have your workforce turnover every 12 weeks. We also know how challenging it is to support people who have been given 2 days of orientation to their work environment. We know how heartbreaking it is to watch them thrown out like last week's bloody scrubs after an assault or a poor outcome.

Just like we care about our patients, we care about our colleagues, and that means they deserve the basics. Health insurance, retirement, worker's compensation, safe patient ratios, adequate training for their environment, and some investment into their futures for a job well done. The city dodges all of those responsibilities by steadily increasing the number of registry RNs amongst our ranks. All while reducing the number of RNs that are protected under our union contract.

So we asked a couple simple questions to the Board of Supervisors. We asked, why? Why does DPH need all these additional funds for registry if they are appropriately staffed and budgeted? Why are they able to bring in more and more registry staff and yet it takes them over 200 days to hire a single full time RN? Why would the administration NOT be asking for assistance building a strong, stable, protected, PERMANENT staffing base for the county hospital?

Apparently the Board of Supervisors wants answers to those questions as well. So they opted not to run right out and throw more money to DPH for registry staff. They opted to ask DPH to explain why they needed those funds in lieu of permanent staff. Has DPH given them a satisfactory answer? We can't say.

So THAT is how a story gets twisted into your "UNION" "Blocking" the hiring of registry staff. It usually starts with us asking questions that they don't want to answer and builds from there.

Current News

BONUS OFFERS FROM DHR (and we use that word bonus *really* lightly)

You're a hero.

We know you are. They said you are. They banged some pots and pans and I'm pretty sure someone put up a billboard. When it came to putting their money where their mouths are... well you know how that usually ends up.

The City requested preliminary meetings with the bargaining team to address "staffing and retention" issues. They wanted to do something NOW. They wanted to know what they could do for us and how they could encourage you all to work more and stick around. Because in case you hadn't noticed there seems to be a lack of staff to go around... and they'd sure like to fix that.

We asked why the City of San Francisco has failed to match incentives being offered by

other cities and states during these times of increasing staffing challenges. They said (wait for it) 'can you give us some examples? We're not aware of what other cities are offering' – wow guys – way to do your homework.

After two weeks of discussions the proposal came in and this was the big offer:

IF you have a dual req 2320/P103, **AND** you work your full 2320 hours, **AND** you agree to work an additional 24 hours in the pay period on your P103, **THEN** you will be eligible for a \$400 bonus! WHICH the city will kindly hang onto for you for a period of 6 MONTHS! And **IF** you have not planned a retirement, been placed on leave for some nasty assault you suffered at work, given up and cashed it in, or taken a job with a fat sign on bonus during that 6-month period **THEN** the city will pay you out your bonus money in August of 2022. Oh, and BTW the max on this deal is \$2000 – 5 shifts – after taxes that's maybe \$1200 to most of us. Six Months from now.

First, we were dizzy. Then we were confused.
Sounded like a joke.

Then we were insulted.

Then we were just angry – really, really angry.

The years of commitment you have given are worth nothing? The incredible stress of the last two years has been worth nothing? Your continued commitment, hours of overtime, lack of vacations, maxed out PTO – all worth nothing?

IF you agree to give them more – more overtime hours, more commitment **THEN** in six months they will give you **LESS** than they would be giving you if they just paid you time a half for all the hours you work over your requisition anyway. Wowie Zowie. Pardon us for not jumping at that opportunity.

Oh, and BTW – are you a 2320 without an internal P103? Or just a P103? Yeah... there was nothing in there for you at all.

You deserve to be rewarded for everyday that you bring your feet into that hospital or clinic. Every hour that you commit to serving San Francisco's most vulnerable populations. Every day that you have taken home the fear of COVID exposure to your loved ones these last two years, and every hour that you know you will do the same next week and next month. You deserve more. We know it and you know it and we're ready to fight for it.



The Grievance Grotto

PTO CAP UPDATE

Adding insult to injury

In a not so astonishing move by DHR we received a 'proposal' to respond to employees who have maxed out on their PTO and are unable to get any approved vacation time.

Hold onto your seats, here we go.



IF you work your full hours **AND** you agree to work 24 hours of overtime **AND** you agree to forego an already approved vacation **AND** you work the 2 days before said previously approved vacation **AND** you work the 2 days after said previously approved vacation (and of course you work the previously approved vacation days) **THEN** you will be permitted to cash out the PTO hours you have **ALREADY EARNED** and were planning to take on the vacation days that you are no longer taking because you have decided to work overtime instead of taking the vacation that you worked so hard to earn.

Sound good??

Wait – does it even sound sane? Read it again... Can you even figure out if it's possible for you to meet all those ifs and ands? Do you feel like you need to take a correspondence course to even figure this out? Too bad you can't get the tuition reimbursement approved for that...

Once we figured out what in the world was actually being proposed we were not impressed either.

So we said thanks no thanks, we'll go ahead and follow through with the grievance. First meeting was on February 1, 2021. We have to wait for a response from the city which is due February 22, 2022.

INAPPROPRIATE STEP PAY

RNs hired during the 'expedited hiring process' were blocked from having their experience considered prior to hiring. Many of them are being paid at the inappropriate step. DHR was notified about this issue and has opted to give these members the run around for over a year. We filed a grievance to resolve this and had our first meeting on February 1, 2022. We are waiting for a response from the city. Next due date is February 22, 2022

LABOR AND DELIVERY MISSED BREAKS

L&D has documented over **1300 missed meal breaks** in the last year! On one unit! This does not show us that the institution is making a good faith effort to provide the breaks guaranteed in our MOU. A grievance was filed to this effect and the first meeting with the city and administration was February 3, 2022. Follow up meeting to be scheduled.

ELEARNING MODULES

Administration has been vague at best and inconsistent at worst in allowing staff the time needed to complete 'mandatory' e-modules. Some units pay their staff for each hour spent to complete the modules, others refuse and inform staff to complete them while engaged in patient care. This is inconsistent with language in the MOU and Title 22 that indicate no RN can be engaged in mandatory learning while included in the nursing ratios and responsible for patient care duties. Discussions with administration were not fruitful and a grievance was filed to resolve this issue. First meeting was held on February 1st. We are now waiting for a response from the city, which is due February 22nd.

BILINGUAL PAY GRIEVANCE - no update - stay tuned

TUITION REIMBURSEMENT GRIEVANCE - no update - stay tuned



As colleagues, we take each other's safety seriously. We must demand our administration take our safety seriously as well. Our Chapter will be producing QR code incident reports for staff so we can start comparing what YOU tell us to what administration tells us. **CAL OSHA agreed with ED Nurses in 2019 when they found SFGH out of compliance with mandatory reporting guidelines.** So please, we know the paperwork is a pain, but when things happen that should not happen (be they verbal or physical) document them so we can hold the city accountable for our safety.

YOU DESERVE TO BE SAFE AT WORK.

This section is dedicated to informing the members of one of their labor rights that they may not know of or be afraid to demand.

Please review – you never know when you might need it!

Know your Skelly Rights! Employees have, at times, been asked to sign documents ‘advising’ them or ‘counseling’ them. Ask yourself if you have been provided an opportunity to tell YOUR side of the story or spoken with a steward about the situation before agreeing to any discipline or signing anything which could be kept in your personnel file.

**KNOW
YOUR
RIGHTS**



SEIU LOCAL 1021 (STAFF NURSE & PER DIEM) Memorandum of Understanding July 1, 2019 – June 30, 2022
"Skelly Rights"

112. An employee subject to discipline or discharge, shall be entitled, prior to the imposition of that discipline or discharge, to a hearing and to the following:

113. A notice of the proposed action; and

114. The reasons for the proposed discipline; and

115. A copy of the charges and the materials upon which the action is based; and

116. The right to respond, either orally or in writing, to the authority initially imposing the discipline.



This Month's Perk is to help you TAKE CARE OF YOU! Check out the discounts offered to City and County Employees at these local gyms and even a local CSA!

<https://sfhss.org/UsingYourBenefits/Employees/FitnessResources/Discounts>