

# SFGH UNION NEWSLETTER

July 27, 2021

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**Time flies when you're having fun!**

**And apparently it flies even faster when you're not!**

I apologize for not being able to get these updates out with more timely consistency. I would love some support in that effort! So, if you have some interest in helping your colleagues stay in the know about the things which are moving rapidly and the things which are stagnating in the weeds please reach out to the Steward's Group.

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# Somewhat Old News

## **New Steward LILY GONG**

With Christa Duran's departure from the department we were left with a vacancy in the steward's group. **Lily Gong** has stepped in to fill that role. She works night shift, which is excellent as our colleagues on the dark side of the day need support. Please connect with Lily if you have questions.

## **Tuition Reimbursement**

This grievance wrapped up in a frustrating way. Apparently contract language does not allow SEIU to dictate the process for tuition reimbursement. Amending the process to make tuition reimbursement funds actually AVAILABLE to staff was largely the point of this grievance. That will apparently require rewriting the language during contract negotiations. However, due to staff's inability to travel and many classes being canceled during 2020 DHR has agreed to extend all tuition reimbursement funds from 2020 through 2021 fiscal year.

**This means staff have access to up to \$6000.00 in tuition reimbursement for the fiscal year of July 2021 – June 2022. We encourage staff to take advantage of these additional funds. Submit early, submit often, and KEEP EXCELLENT RECORDS.**

## **Bilingual Pay Premium**

Would you believe we are still waiting for the arbitration decision on this case? Frustrating I know. We have been very disappointed with the way they premium has been handled during this contract period and it will be coming up at contract negotiations next year. This

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benefit has been offered in the contract and then operationalized in such a way that it is not available at all.



## Unit Specific Updates

### **Issues of retaliation:**

Many of you have reached out to the stewards with reports of concerning behavior by management. Unable to approach managers due to fear of retaliation, staff have been left without a good option to have their concerns addressed. The steward's group has taken this issue to the Director of Human Resources. She has assigned a DHR liaison to work with the steward's group to provide staff an opportunity to voice their concerns in a safe environment, protecting their confidentiality whenever possible, but also ensuring that aggressive and inappropriate management behavior will be addressed. Please reach out to one of the steward's if you would like to report an issue or if you would like to arrange a conversation with DHR.

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## **Vaccine Mandate:**

We understand the mandate to upload personal health information to the Employee Portal has caused staff a great deal of stress. The issue of vaccinations has become increasingly polarizing and politically charged. We would like to remind everyone that these decisions are very personal and that while we may not all agree we are ALL ON THE SAME TEAM. Health and wellness goals must be balanced with privacy and personal rights. To that end SEIU is working with the city of San Francisco to better understand the intentions surrounding this mandate. This mandate is part of a public health order requiring businesses to report the status of staff in high-risk environments.

<https://www.sfdph.org/dph/alerts/files/C19-07-Safer-Return-Together-Health-Order.pdf>

Record Keeping Requirements. Businesses or governmental entities that operate in High-Risk Settings subject to this section must maintain records with following information:

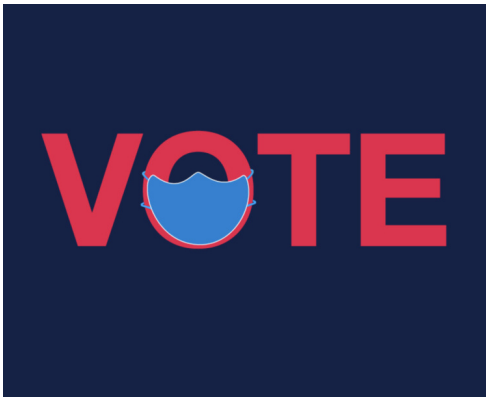
- i. For vaccinated Personnel: (1) full name and date of birth; (2) vaccine manufacturer; and (3) date of vaccine administration (for first dose and, if applicable, second dose). Nothing in this subsection is intended to prevent an employer from requesting additional information or documentation to verify vaccination status, to the extent permissible under the law.
- ii. For unvaccinated Personnel: signed declination forms with written health care provider's statement where applicable, as described in subsection b above.

We have been assured by DHR that staff who are not vaccinated should not fear retaliation or discipline at this time. SEIU has requested clarification on how the information that is uploaded to the portal will be protected. We are hoping for that update soon.

For those individuals who do not feel comfortable uploading the information it is suggested you email management and inform them you are not refusing to comply with this directive, but that you have chosen to wait until further reassurances on

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the confidentiality of reporting has been received. This issue is going to take some time to sort out and several labor unions are attempting to find a resolution that works for everyone.



## **Elections (Two Kinds!)**

**The SFGH RN Chapter of SEIU 1021 is holding Officer elections.**

Many of us have been very frustrated with our union of late. This year we have an opportunity to step in and be a part of changing the power dynamic.

We are hoping to get new voices in the Chapter and new energy to better advocate for ourselves and our patients. Please consider joining the Chapter in one of the roles below or in a Steward capacity.

### **OFFICE POSITIONS TO BE ELECTED**

#### **Chapter President**

Responsible for planning chapter action campaigns, member organizing and officiating chapter meetings. Per our MOU, chapter president shall be designated with paid release time of 1 day off per pay period to perform chapter business.

#### **Secretary / Treasurer**

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Responsible for record keeping of chapter funds, agenda and post meeting communications. Coordinates online and worksite posted communications with chapter membership.

### **Chief Steward**

Coordinates chapter grievances and member representations. Serves as a resource for shop stewards in carrying out their duties at the worksite. The term of office shall be for three (3) years.

### **Eligibility**

In order to run for and serve as a Chapter officer, candidates shall have been active union members in good standing for at least one (1) year and be employed within a bargaining unit represented by the Chapter. Only members in good standing are eligible to participate in chapter elections.

### **Method of Nominations**

Nominations for office must be submitted no later than August 22, 2021. Nominations must be submitted using the attached Candidate Survey/Online Nomination Form, no later than 5:00PM on August 22, 2021 or made at the August 2021 RN Chapter meeting (info and zoom link will follow).

<https://seiu1021.surveymonkey.com/r/CQ3KLJN>

Candidates who wish to submit written candidate statements, may submit their statement to Dianna Yanez, dyanez@yahoo.com or Kristen Vandling, kvandling@gmail.com by August 22, 2021. The Election Committee will disseminate submitted statements to members in good standing. Nominees will have three (3) days to confirm or decline their nomination in writing to one of the members of the Election Committee.

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## Citywide Bargaining Team Elections

**When we sit down with management from the City and County of San Francisco to begin our next round of negotiations, there will be three teams of SEIU 1021 members bargaining on behalf of the coworkers who elected them. You're receiving this email because nominations for our Citywide Bargaining Team are now open, and you are eligible to nominate yourself or a coworker to run for this bargaining team.**

### Notice of Election & Nominations (July 26 - August 13, 2021)

The notice will be emailed to all members who have their email on file with the union. The notice will also be posted on [www.SFfight.org](http://www.SFfight.org) and on union bulletin boards at your worksite. Any member may nominate themselves or another member in their Chapter beginning Monday, July 26, 2021 until Friday, August 13, 2021 at 5 pm. The Election Committee will verify the eligibility of each nomination. Nominees must be a member of SEIU 1021.

Third-party nominations must be acknowledged and accepted by the nominee in writing by Tuesday, August 17, 2021 at 5 pm to [wendy.frigillana@seiu1021.org](mailto:wendy.frigillana@seiu1021.org). Efforts will be made to contact each nominee via email and text. All members should confirm contact information with the Member Resource Center at 877-687-1021.

Most meetings are during the day where you are released from work duties and paid by the City as a scheduled workday. There may be team meetings during off-work time, which are unpaid.

### Posting of Eligible Candidates and Campaigning (August 18 - September 14, 2021)

Wednesday, August 18, 2021, eligible candidates' names will be posted on [www.SFfight.org](http://www.SFfight.org) and emailed to the membership.

### Voting (September 15 - 22, 2021)



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The election will be conducted online via “ElectionBuddy” between the dates of Wednesday, September 15, 2021 and Wednesday, September 22, 2021 at 4 pm. Only members in good standing are eligible to vote. Proxy voting and write-in candidates are prohibited.

ElectionBuddy is safe and secure. Every eligible member can vote once and only once, and all information is encrypted. Members are notified of the election by email and text message and can vote right from their phone.

Members will have the opportunity to update their contact information by contacting the Member Resource Center (MRC) at 1-877-687-1021. Please provide updated information at least 24 hours before the election closes by calling the MRC at 1-877-687-1021.

### **Vote Count (September 23)**

Vote count tabulation and assignment of positions will be held on Wednesday, September 23, 2021 at 5:30 pm at 350 Rhode Island. The results will be live-streamed on Facebook. The election committee shall be responsible for the tabulation and results will be posted on [www.SFfight.org](http://www.SFfight.org).

Election results will be made available to the membership upon the completion of voting.

### **Weingarten Rights**

You have the right to request representation (Union Representative or Shop Steward) for any investigatory interview by a supervisor or manager that can result in discipline. Please refer to the link below for additional information.

[https://www.seiu1021.org/sites/main/files/file-attachments/weingarten\\_rights-english.pdf?1526336893](https://www.seiu1021.org/sites/main/files/file-attachments/weingarten_rights-english.pdf?1526336893)