

SEIU 1021 SFGH RN CHAPTER NEWSLETTER

DECEMBER 2021

The SEIU Local 1021 RN Chapter has new leadership and new energy! Join us in bringing the care and compassion back to SFGH!



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Current News Bargaining on the horizon.

The 2022 Bargaining Team has begun meeting. We want your input. Be on the lookout for a survey to give us your input and find out how to get involved!!

The Grievance Grotto

BILINGUAL PAY PREMIUM

This grievance was filed in 2019 after the City stopped paying the bilingual premium without notification and denied staff the exam for several months. This grievance went all the way to arbitration, and WE WON!! **The City was found liable for taking down the exam and failing to pay the premium as provided in the contract.** The City was NOT required to change the process for offering the exam – something which will be brought up at bargaining this coming year.

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SEIU 1021 must find the members who have lost wages dues to The City not providing access to language exams. If you stopped receiving bilingual pay or have been unable to take the exam to gain certification please reach out to rnchapterseiu1021@gmail.com.

TUITION REIMBURSEMENT

SEIU filed a grievance claiming the process for tuition reimbursement was so laborious staff either never bothered or were unable to complete the process. The City agreed to provide staff with an extension of the tuition reimbursement funds for the fiscal year of 2021. **Each staff member, usually provided now has access to \$6000 in funds through June of 2022.** This is an increase over the \$3000 usually provided.

While this does NOTHING to fix the process and staff still suffer massive delays and debacles we are encouraging staff to demand access to this benefit. DOCUMENT CAREFULLY all attempts to file for tuition reimbursement and report issues back to the Chapter so we can bring those results to the bargaining table as proof the process is still flawed and needs an overhaul. A change in this process is the only way staff will have meaningful use of this benefit.

MORALE AND STAFF RETENTION

Those of us on the ground know it, SFGH is not a nice place to work these days. Assaults on the daily, resignations that won't stop, competing with high ticket traveling contracts across the country, pandemic 'fatigue', and unit morale which is encouraging more people to walk out the door than in. ***We have the power to change it, but we have to dig deep to find the will.***

SEIU has demanded that SFGH administration create a retention committee to discuss the issues which keep the good staff here and those which drive them out the door. The retention committee needs your feedback and needs to understand what will make our institution one we are proud to work in. Stay tuned for more information.

The City of San Francisco takes its dedicated nurses for granted and clearly intends to replace labor protected workers with contracted travelers. While we respect the work of all our nursing colleagues we will not tolerate the replacement of long term pension earning staff with a workforce that has ZERO protections. We advise all our traveling colleagues to advocate for their own safety and demand appropriate education before being placed in circumstances that threaten their safety and their license.

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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 WEINGARTEN RIGHTS

How many times have you been asked to speak with your manager behind closed doors? Been informed in private your behavior or performance was sub-par? Been told you needed “Coaching” “Counseling” or “Friendly Feedback”? Been told you needed to sign something but weren't able to document YOUR side of the story?

You need to know your rights when engaging with management.

Weingarten rights guarantee an employee the right to Union representation during any investigatory interview. These rights, established by the Supreme Court, in 1975 in the case of J'. Weingarten Inc., must be claimed by the employee. The supervisor has no obligation to inform an employee that s/he is entitled to Union representation.

**KNOW
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What is an Investigatory Interview?

An investigatory interview is one in which a supervisor questions an employee to obtain information which could be used as a basis for discipline or asks an employee to defend his/her conduct. ***If an employee has a reasonable belief*** that discipline or discharge may result from what s/he says, the employee has the right to request Union representation.

This can apply to “coaching,” “counseling,” or “friendly feedback”! If a conversation with management does not feel “friendly” to you – then it probably isn’t.

Employees always have the right to ask for a witness to be present at discussions with management. When privacy is raised as an issue, remember, it is your privacy and it is your choice if you would like a colleague or union representation there with you.

Meetings may not be called last minute in an attempt to avoid providing the employee with representation. Your employer is obligated to provide you with reasonable notification to obtain representation.

When in doubt ask someone to be with you or call in a colleague or union representation to witness the conversation over the phone.

There is no constructive feedback a competent, professional manager

should be afraid to deliver in front of someone else!!



Did you know CCSF employees can park at SFO for **\$7.00 a day??**

Neither did we, but we’re sure excited to know it now!

- International Terminals A or G
- Bring your badge! And it has to be you, not your boo or your mom!
- Check out on LEVEL ONE where there is an attendant
- Show your CCSF badge (with your DSW number on it) to the attendant to receive your discount

Below is an additional link for parking discounts at ParkSFO! <https://www.parksfo.com/healthcare-workers/>