



Union Asks for Clinical Ladder, Patient Safety Items in First Bargaining Sessions

**HCA Bargaining
February 3, 2010**

For Registered Nurse Members at Riverside Community Hospital, Los Robles Hospital & Medical Center and West Hills Hospital & Medical Center



“Our courtesy proposal shouldn’t be necessary, but too many instances have shown that it is. It is important enough that the hospital created its own policy, now we want to make sure it’s enforced equitably.”

Rich McGowan

Los Robles Hospital & Medical Center



“We proposed that nurses not be disciplined for medical errors that they self-report. Management’s response was that you won’t be disciplined for self-reporting, but you can be fired for the medical error.”

Elley Langsam

West Hills Hospital & Medical Center

“We want the same Clinical Ladder to be available to nurses at all three hospitals. They want to have separate Clinical Ladders at each hospital because they fear we had a proposal that might actually work. This is an issue we will fight for.”

Maxine Davidson

Riverside Community Hospital



For up-to-date information on contract negotiations, please check out our website at

www.seiu121rn.org

If you have an idea or comment, you can add it to our blog. Look for **HCA** in the yellow bar at the top of the website

Our Bargaining Team presented several proposals to management in the first two days of bargaining our new contract. Some of the items are:

- A comprehensive Clinical Ladder program designed to promote the professional enrichment and growth of bargaining unit nurses
- Creation of a labor-management committee that would meet to engage in assessment, analysis, implementation and evaluation of new technology, equipment and products prior to purchase by HCA.
- Not disciplining RNs for self-reported medical errors
- Setting Patient Classification Standards as determined by the Labor-Management Staffing Issues Committee
- Creating ground rules for courtesy and professionalism in the workplace
- Codify how the Catalyst Acuity Tool is supposed to work

Management’s response has made it clear that bargaining will move slowly. Our team is committed to sticking together and sharing updates with the membership as we go along. These are our team’s initial proposals. There are many more proposals to be made, including raises, health benefits and scheduling.

Bargaining Dates: Feb. 17-18 & March 3, 4, 17, 18, 30, 31

Our Bargaining Team **LOS ROBLES** Becky Long, Kevin Edwardson, Charlotte Kenney-Pickard, Nanette Logan, Rich McGowan **WEST HILLS** Alicia Taboada, Elley Langsam, Monique Johnson **RIVERSIDE** Maxine Davidson, Lorraine Myrick, Mary Jo Romero, Sha La Nae, Sue Symmons, Carmen Sierra