

Union Addresses Floating El Monte Adult RNs to Work with Peds Patients

At bargaining May 15, our Union team brought up the current problem of floating El Monte RNs who work with adult patients to pediatric units and having them work on pediatric patients in the ER. Our Union has received multiple RN complaints about the dangers of this practice, and management just doesn't get it. One manager even said, "Our pediatric patients aren't really sick." Our team wonders why they have been admitted to the hospital if they're not sick? **This is a really bad practice that puts patients at serious risk.**

Union & Management Teams Disagree on Clinical Ladder

Negotiations with AHMC management on a new contract for Greater El Monte Community Hospital and Garfield Medical Center Registered Nurses has been underway for several months now. Most economic issues have not yet been introduced, and our Union has asked for current contract language to roll over on many articles.

One issue that has seen significant discussion at the table is Clinical Ladder. Management has proposed that years of service no longer be a way to move up to

upper levels of the ladder. They also want RNs to have national certification or a degree to advance to Level III and beyond. RNs with 30-plus years experience and an ADN or diploma could not move past Level II.

Management also wants the CNO to have the ability to decide whether or not a previous discipline will factor into whether an RN advances in Clinical Ladder. Our Union feels this would constitute double jeopardy because an RN would essentially be punished twice for the same mistake.

Our Union has asked that these articles retain current contract language:

Article 1 Recognition
Article 3 Employee Status
Article 5 Filling of Vacancies
Article 6 Nondiscrimination
Article 7 Harassment
Article 14 Minimum Rates
Article 17 Health & Safety
Article 20 Job Security

Article 22 Subcontracting
Article 23 Union Security
Article 24 Work Stoppage
Article 26 Savings Clause
Article 27 Entire Agreement
Article 28 Bargaining Unit Work
Article 29 Employment and Income Security

Articles currently being discussed include:

Article 2 Union Representation
Article 4 Seniority
Article 8A Committees for Quality Care & Working Environment
Article 8B Nursing Practice Standards
Article 8C Patient Classification System
Article 8D Clinical Ladder Committee
Article 9 Grievance Procedure
Article 10 Discipline
Article 11 Hours of Work, Overtime and Scheduling
Article 12 Floating
Article 18 Education Benefits
Article 19 Leaves of Absence

If you have questions, contact a Bargaining Team member:

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