

# Great victory today on Specialty Pay for Professionals!



Our Bargaining Team  
caucusing today.



Today, we reached tentative agreement on **Specialty Pay**. Now Occupational Therapists and Speech Pathologists earning a doctorate and Social Workers will get pay differentials for their additional degrees and certifications.

We continued to push on other critical patient safety issues, including substantial changes to **Article 12—Floating**.

We also submitted new proposed language on **Article 8—Committees for Quality Care and Working Environment**.

The hospital submitted some additional proposed changes to **Article 19—Leaves of Absence**. The Bargaining Team will continue to negotiate on this next week.

“We’re using our bargaining table to insist that the hospital follow the laws on floating.

We pointed out that NICU doesn’t have PALS; PEDs doesn’t have NRP, PICU doesn’t have NRP.

Clearly, the hospital floats nurses where we shouldn’t be.”

**Sue Stephens,**  
NICU

## What are YOU doing to show support for our Bargaining Team?

Our next bargaining dates:

## August 28th and 29th

Stand United & wear PURPLE or Union Scrubs.

### Questions?

Contact our Union Rep/Organizer  
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# Tarzana RNs reach out to Senator Henry Stern

Last Wednesday (August 15, 2018), Tarzana RNs Gidget Jones (DOU) and Linda Epstein (CVICU) met with Senator Stern's District Director Kevin Taylor about our **DAILY** unsafe patient assignments.



## Senator Stern, please tell PTMC to follow the law!

**W**e spoke at length with District Director Kevin Taylor to make sure the Senator understands the need for safer staffing levels in every unit at our hospital. Instead of following Title 22 nurse-to-patient ratios, we experience expanded scope of practice coupled with cuts to support staff.

*This is the worst we've ever seen it!*



"I explained to the Senator's District Director that some of our older patients experience much more urgency when they need to use the restroom. They simply can't wait. When staffing levels are inadequate for the acuity of the patients, it's almost impossible to respond to call lights in good time. So either a patient soils themselves or they get up without assistance and risk a catastrophic fall. ***I've personally witnessed avoidable serious injuries.***"

—Gidget Jones, RN, DOU

We left the meeting with a request for the Senator to **JOIN US** in our calls for change at Providence Tarzana, including remedying:

- Unsanitary conditions due to lack of housekeeping staff
- Biomed issues such as falsified inspection stickers on equipment
- Unsafe lab practices that result in high turnover
- HR's non-compliance with California health and safety laws

**Stay tuned.**  
We'll let you know when the Senator contacts hospital management.

"It was a very productive meeting regarding SB1288. We emphasized the need for this bill to pass to make hospitals accountable for, and abide by, the title 22 LAW. I do relief charge. Charge nurses have many responsibilities including being a resource for and backing up the other staff nurses and auditing charts. We cannot perform the required audits and back up nurses if additional duties such as patient assignments, RRT or monitor tech are added to our charge nurse duties. It is unsafe for the patients when we are short staffed, especially when available RNs are cancelled. Charge nurses are still responsible for the fallouts even if we have added duties placed on us. Short staffing and nurse cancellations are not safe for the patients and is a violation of Title 22 staffing ratios. Title 22 protects the patient. We gave several examples of safety issues and asked how he would feel if his loved one was in our hospital when these understaffed shifts occur."

—Linda Epstein, RN BSN CCRN  
CVICU