

# ENCINO BARGAINING PICKS UP



For Registered Nurses at Encino Hospital Medical Center  
August 11, 2011

After months of bargaining with Prime management, our Union Bargaining Team signed off on the following articles:

**Union Security** – This means that when we finally sign off on an agreement, membership will be a condition of employment and dues will be automatically deducted out of our paychecks.

**Per Diem Shifts** – The hospital agreed to language which upholds the current practice for eight and 12 hour employees.

**Entire Agreement** – We proposed deleting this article and management agreed.

This article limited our rights once the contract was in force.

**Health and Safety** – We agreed to talk about health and safety issues during the Patient Care Committee meetings and, in return, management tentatively agreed to Article 8 which identifies the Patient Care Committee and how to resolve staffing issues or concerns.

We have space for additional RNs on the Patient Care Committee. If you would like to get involved, please talk with Matt Montoya or Nene Ruelo.

## WHAT REMAINS IN THE DEBATE

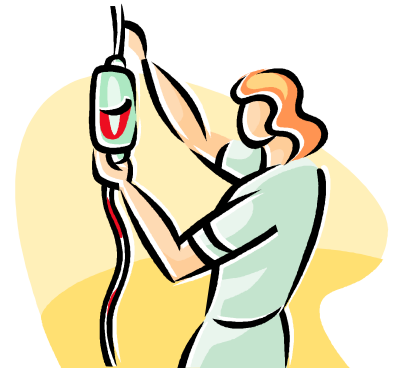
**Scheduling** – We are proposing changes to scheduling that would allow RNs who have been called off the right to bump RNs who are over their commitment hours. (See full article on reverse.)

**Seniority** – We are still discussing the seniority article. If you have questions about your seniority date, you need to call Union Representative Judith Serlin as soon as possible so that she can dispute your seniority date with the hospital.

**Bereavement** – Prime is still intent on reducing bereavement leave to 24 hours. What kind of message is Prime sending a grieving employee who has just lost a dear loved one when they can't have three days off work?

### UPCOMING

- Healthcare
  - Wages
  - Other economic issues
- Day three of arbitration over wage rates coming in August.*



### OUR 121RN TEAM:

Homer Marmol  
Muti Jarrett  
Matt Montoya  
Nene Ruelo

If you have questions about or would like to pay your Union dues, please contact Union Representative Judith Serlin at (213) 247-4584 or [serlinj@seiu121rn.org](mailto:serlinj@seiu121rn.org)

# ARTICLE 11 – HOURS OF WORK, OVERTIME AND SCHEDULING

Below are portions of Article 11 to which our Union has proposed changes. The parts underlined are additions our Union has proposed to management..

## F. WORK SCHEDULES AND POSTING

### 2. Weekend Scheduling:

a. A Registered Nurse working in a department /unit with weekend scheduling may be scheduled to work every other weekend, up to a maximum of two (2) weekend shifts per scheduled weekend. However, Registered Nurses will be scheduled with every other weekend off. RNs may be scheduled for fewer weekend shifts if there is adequate staffing and shifts are scheduled in a fair and equitable manner. If one (1) shift is scheduled and worked on a weekend it shall constitute the weekend worked.

If RNs wish to work additional weekends, scheduling of weekend work will be equitably distributed among RNs in the affected unit. In the event of a conflict, weekends worked will be assigned by seniority on a rotating basis.

b. A weekend means Saturday and Sunday, except for the night shift, when a weekend means Friday, Saturday or Sunday (any two out of three).

## H. VACATION SCHEDULING

1. A Registered Nurse can request a vacation up to six (6) months in advance. Vacation requests in any department/unit will be considered at any time of the year, except that vacation will not be awarded during the two (2) weeks before and after Christmas Day. Vacation requests shall be granted, subject to patient care and operational necessity, on a first come, first serve basis, except that in the case of competing requests submitted on the same calendar day, the request shall be granted by seniority. Requests for vacation during the two weeks prior to and after Christmas Day may be granted on a case by case basis.

2. The Employer shall approve or deny vacation requests in writing within two (2) weeks after receipt of said request.

3. The Registered Nurse may request vacation be attached to his/her scheduled day(s) off and such request shall be granted, when possible.

4. A Registered Nurse granted vacation time will use accrued paid time off. A Registered Nurse who does not have accrued paid time off may be granted non-paid va-

cation time, not to exceed three (3) weeks, subject to patient care and operational necessity, and under the same procedures in this Article.

5. When requesting vacations, a Registered Nurse may request less than five (5) work days at a time or that the vacation starts on any day of the week. The total amount of vacation earned may be taken in one (1) consecutive period or vacation periods may be split at the request of the Registered Nurse.

6. If the hospital has a staffing need and calls a Registered Nurse who is on vacation, s/he will be paid In-House Registry rates.

## K. CALL-OFF / FLEXING

### 2. Call-Off / Flexing as Time Worked:

If a Registered Nurse is cancelled or volunteers to take time off, the hours that he/she was scheduled to work shall count as time worked for the following, including but not limited to:

- a. Vesting and service credit under the retirement (401-k) 403 B plan;
- b. Waiting periods under health insurance and other fringe benefit plans;
- c. Paid Time Off accruals

6. An RN who has been cancelled may “make up” days in that same week. S/he can “bump” a Registered Nurse who has worked over her/his minimum required commitment or has signed up for extra shifts or In House Registry. Such “bumping” will be on a first come, first served basis.

a. An RN retains the right to use paid time off.

b. All call-offs will be posted in the nursing office.

c. If a Registered Nurse volunteers for cancellation, s/he is no longer eligible for a make up day.