



Contract Bargaining Upcoming

Our Union contract expires on March 31, 2011. While that may seem far away, it's time to get started on bargaining a new contract. Our Union has requested dates from the hospital to begin bargaining, and our Bargaining Team has begun going through bargaining surveys turned in by members. Thank you to all who participated by filling out a survey.

Our Bargaining Team will be holding membership meetings the third Thursday of each month to keep us updated and allow us to give input along the way. Make sure to attend these meetings if you have language you would like to see changed in our contract.



"This contract will affect all of us, so we want

to be as inclusive as possible. All members need to keep our contract negotiations top-of-mind and help in any way that you can, whether that's by wearing union colors and buttons, talking to your co-workers, or meeting with our Bargaining Team once a month."

Jim Owen, RN
Tarzana Chapter President

Meet With Our Bargaining Team

October 21

DOU Conf. Room
7 to 9:30 p.m.

November 18

NCR 4
7 to 9:30 p.m.

December 16

NCR 4
7 to 9:30 p.m.

**Show Support
of Our Bargaining
Team by Wearing
Union Colors
Every Friday!**

Our Bargaining Team Members



Julia Clare, RN



Jim Owen, RN



Karen
McDaniels, RN



Sandy
Thompson, RN



Karen Pelone, RN

Sue Stephens, RN
Not Pictured

Our Bargaining Team is already working hard to negotiate a fair contract for Tarzana RNs and Professionals. What can you do to help? If you would like to get involved by becoming a Contract Action Team (CAT) member, helping distribute leaflets or participating on a committee, contact your Bargaining Team member or Union Representative.



Know Your Rights: Call-Off & Flexing

Here's what our contract says about Call-Off:

"In no event shall call-off occur except prior to the first four (4) hours of an eight (8) hour shift or the first eight (8) hours of a twelve (12) hour shift. In the event of any call-off during a shift, the Employee will be allowed a reasonable amount of time to complete her/his charting and related duties."

According to our contract, this means you are not supposed to be called off after the first eight hours if you work a 12-hour day or after the first four hours if you work an eight hour day.

California State Wage Order 5 also states: "If an employer, whose employees have adopted an alternative workweek agreement permitted by this order requires an employee to work fewer hours than those that are regularly scheduled by the agreement, the employer shall pay the employee overtime compensation at a rate of one and one-half (1 ½) times the employee's regular

rate of pay for all hours worked in excess of eight (8) hours, and double the employee's regular rate of pay for all hours worked in excess of 12 hours for the day the employee is required to work the reduced hours."

So if an employee works more than eight but fewer than 12, he or she earns time and one-half for all hours worked over eight. Has this ever happened to you? Have you worked nine, 10 or 11 hours and then were called off? You should have been paid time and one-half for the one, two or three hours over eight that you worked.

Incorrect payment of call-offs should be brought to the attention of your steward or Union Representative. There is a time limit of 15 days from discovery to file a grievance, so check your paystubs carefully every time you are called off or flexed.