



THE WORKERS' VOICE

Santa Clara County Chapter Newsletter

Service Employees International Union, CTW-CLC

www.seiu521.org

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(408) 678-3300

THIRD WEEKEND PREMIUM... *DON'T SIGN YOUR RIGHTS AWAY!*

There are over 1700 SEIU 521 workers who get access to the third weekend premium.

Our Union is strongly encouraging SEIU 521 workers to MAKE SURE THEY RECEIVE THIS PREMIUM PAY. If Employers had their way, you would be working 7 days per week. We need time with our families and ourselves before going back to work. Unions fought hard to get us this benefit... let's not give it back to them.

We are asking all our SEIU 521 workers in the following classifications NOT TO SIGN WAIVERS for working a third weekend.

Central Supply Technician I, II	Medical Assistant	Physical Therapy Assistant I, II
Clinical Dietitian I, II	Monitor Tech	Psychiatric Tech I, II
Dialysis Technician	Monitor Unit Clerk	Recreation Therapist I, II, III
Emergency Room Tech	Nursing Attendant	Recreation Therapist Assistant
Health Service Rep	Patient Transport Coordinator	Rehab Counselor (in Acute Services)
Sr Health Service Rep	Patient Transporter	Respiratory Care Practitioner I, II
Hospital Services Assistant	Physical Therapist I, II, III	Urology Tech
Licensed Vocational Nurse		

If you signed a waiver, send an email to your supervisor and let him/her know that you are withdrawing your previous request to waive premium pay when you work a weekend.

Management has options; they can hire more staff or pay premium pay for workers who are inconvenienced on their weekends. Remember, some of you already work two weekends a month.

We want to make sure we reach as many people as possible and track what is happening. We need to know which departments are affected or not affected. We need everyone's input. **Please take time to complete a survey.**

Questions? Need a survey? Contact your steward!

You may also fill out the survey online: <http://www.surveymonkey.com/s/3rdweekend>

RETURN YOUR SURVEY TO YOUR STEWARD NO LATER THAN MARCH 7, 2014.

UPCOMING STEWARD TRAININGS

Investigating Workplace Problems
Thursday, March 13, 5:30 p.m.

The Steward and Discipline
Saturday, April 12, 10:00 a.m.

Meeting With the Boss
Thursday, May 8, 5:30 p.m.

Trainings are held at our San Jose office. Go to www.seiu521.org to register and get more information.

Say No to contracting out

"We have been working here for more than several years, as an OS1 but yet doing PBS Department work. It's nice that we have been given the opportunity to be unclassified employees. We are thankful for having the opportunity to show upper management that as extra help we can do the work and have the skill sets worthy of a coded position. We all work hard and are loyal employees with the same goal—we do it for the patients, our families and our community." – Rachel Echeverria, OSI (Extra Help)



Santa Clara County Chapter – 2014 Meetings

COMBINED LEADERSHIP COUNCIL /
GENERAL MEMBERSHIP MEETINGS

GENERAL MEMBERSHIP MEETINGS

Jan. 16 | Mar. 20 | May 22 | July 17 | Sept. 18 | Nov. 20 | Feb. 20 | Apr. 17 | June 19 | Aug. 21 | Oct. 16 | Dec. 18

Meeting begins at 6 p.m., ends at 8 p.m. unless members vote to extend meeting.

Meetings will be held on the third Thursday of each month

at the SEIU 521 Union Office (2302 Zanker Road, San Jose) unless otherwise announced.

Epic Issues

“A major factor behind the Santa Clara Valley Health and Hospital System (SCVHHS) implementation of their electronic health record system, based on the Epic software, is healthcare reform. From the very beginning (late 2011), SEIU 521 has been working diligently for us, and as a result, the SEIU 521 members who stayed with the project throughout have benefited with a new job classification, higher pay, and a \$2000 one-time retention payout. We would like to thank all of the SEIU 521 staff, with a special thanks to Lead Worksite Organizer Andrea Hightower, who stepped in at a critical time, for helping us through the allocation process, and for all the good work done to protect our rights.”

– Stan Funkhouser (Epic Server Systems Engineer II)



Chee Gui (Epic Server Systems Engineer II) and Stan Funkhouser (Epic Server Systems Engineer II)



You be the judge!

Join SEIU Local 521's Grievance / Discipline Appeal Panel

The Grievance/Discipline Appeal Panel was created by the Executive Board of SEIU Local 521 to ensure that members have an additional course of action should the Contract Enforcement Department (CED) choose not to pursue a case.

The Contract Enforcement Department is responsible for the representation of all grievances and disciplines throughout our Local. If the CED determines not to pursue a case, the aggrieved member(s) has an opportunity to appeal the decision to the Grievance/Discipline Appeal Panel. This panel works to ensure that the CED has acted in a fair and reasonable manner. The panel also helps ensure that members' resources are spent wisely, and not on cases that do not have merit.

I'm interested. What can I expect when I get involved?

Meetings are scheduled at least 2 weeks in advance and begin at 5:30 p.m. with dinner provided. Hearings usually conclude by 7:30 p.m. Each panel consists of three stewards from various chapters of SEIU 521. Panelists are notified in advance when their presence is requested.

On average, members who serve on the panel can expect to review approximately six cases per year.

Panelists are trained to evaluate the merits of grievances or disciplinary appeals, and do not have any direct knowledge or interest in the case being heard.

Interested? Attend our Appeal Panel Trainings

TUESDAY, MARCH 18 at 5:30 p.m. – San Jose Office and All Satellite Offices via video-conference: Bakersfield, Fresno and Salinas, Visalia and San Carlos (can attend at the San Jose office)

Please RSVP to Carmen Hernandez at ced@seiu521.org no later than **Thursday, March 13, 2014.**

Our CED staff looks forward to meeting you at these trainings, and current Appeal Panel Members are also encouraged to attend.

Earlier Hours for Nursing

HSA's and ER Tech stewards and leaders met with management on their proposal to change our working hours by one hour earlier on each shift to avoid patient falls and improve patient satisfaction.

Our Union leaders reported that this proposal would have a negative impact on many of the workers who had childcare, transportation, and school schedule conflict. Besides the personal impact, our Union leaders reported that this would not resolve management's concerns.

Our Union leaders came up with a number of resolutions on how management's concerns could be addressed. Another meeting is being scheduled; we will keep you posted.

Stay Informed



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seiu521.org/sccgov



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