

Grievance Round-Up

SEIU Local 1991's grievances against JHS are at an all-time high. As more and more grievances proceed to arbitration, President Martha Baker, RN, has reached out to Jackson's new CEO Dr. Eneida Roldan, MD, to put an end the relentless attacks on our contracts and on patient safety by Sr. Vice President of Human Resources Trummel Valdera. Until the attacks stop, our union will continue to fight back using all means necessary to defend patient safety and protect our contracts.

Pending class action grievances and arbitrations include:

Safe Staffing:

The union has filed a grievance, which has been moved to arbitration, against JHS on behalf of all bargaining unit members for implementing unsafe staffing changes. If a Safe Staffing Ratios Policy is not published soon, another grievance will be filed against JHS for violating the new article we negotiated in the contract that mandates establishment of a "Safe Staffing Ratios Policy." Many of you contributed to the development of this policy over the past several months and Jackson has been delaying in publishing it.

3x12s:

The Union has filed two grievances that are now going to arbitration regarding RNs working three 12½ hour shifts. The first addresses the Employer's violation of the contract by not changing part-time nurses who were working 3x12s every week to full-time status (72 hours pay per week) retroactive to December 17, 2008, when the contract was ratified. The grievance also addresses the Employer depriving nurses working 12½-hour shifts of their two half-hour meal breaks per shift. The second grievance pertains to full-time RNs working a 40-hour work week who are having their hours reduced to 72 hours per pay period without "mutual agreement" when requesting shift changes, transfers or reassignments.

TOPS:

We are continuing to receive complaints about the TOPS system and encourage you to share your experiences with us. Your experiences with TOPS should be reported at www.seiu1991.org. Arbitration is upcoming.

On Call Pay for Nurses:

This grievance, which has been filed for arbitration, addresses nurses who are having their "on-call pay per shift" pro-rated in violation of the contract, as well as nurses who are being directed to report to work with less than 11½ hours between shifts without being paid appropriate AD time.

Grant Funded Positions:

The union has filed a grievance that is being moved to arbitration to protect employees in grant funded positions. The employer is trying to claim that when grant funded positions are eliminated, the employees in those positions are not eligible for the reassignment or layoff language. All employees in our bargaining unit are covered by the contract.

ECC Physicians' Pay:

An arbitration has been filed against JHS for not paying ECC physicians their years of experience pay increases as required by contract.

Back Pay for Salary Step Adjustments:

We have discovered that many employees' salaries were not properly adjusted at the time of their step increases and that when it has been discovered correct back pay has not been issued in full or in a timely manner. Some errors date back as far as five years. We have filed a class action grievance to find and correct all pay errors for our bargaining unit members. Members should call payroll at 786-466-8333 to check that their salaries are correct. If there is an error, report it to the union.