



ST. FRANCIS NURSES

Protecting our patients, our profession, our family

SFRNA Bargaining Update: June 2, 2011

Job Protection & Discipline

In bargaining on May 31 management made no response to our Safe Staffing proposal.

They also made no progress in addressing our concerns regarding job protection and discipline rights which are substandard to those of St. Francis employees represented by SEIU-UHW:

1. We have no job protection if our hospital is sold or merged into another system. Technical and service workers have protections for their jobs and union contract in the event of a sale.
2. If we are disciplined with a final written warning, St. Francis wants to keep that warning in our personnel file forever. Certified Nursing Assistants, dietary workers, unit secretaries, respiratory therapists, etc, have written final warnings removed within 24 months.

Agreement on Principles of Just Culture

At Tuesday's bargaining, management agreed to the Union's proposal regarding Just Culture, which will become part of Article 7, Discipline and Discharge:

The Employer and the Association jointly embrace Just Culture. The parties recognize that Just Culture functions to ensure safe quality care and provides both the Employer and the Registered Nurses the opportunity to explore and investigate processes, procedures and systems that advance safe quality care.

Prepping for Our Economic Proposals

At our next bargaining session we'll review St. Francis's financial information to prepare for our economic proposals.

Attend Bargaining

"It's very informative, and helps to learn about your rights under the contract. I've learned a lot."

--Alex Caceres, L/D
16 years



**June 14 and 15
10 AM**

**Long Beach Marriott
4700 Airport Plaza Dr., Long Beach, 90815**

In the event an issue or incident occurs related to patient safety, the Employer will make every effort to examine the core fundamental cause utilizing the practices and algorithm of Just Culture.

It is the mutual intent of both parties to ensure safe quality patient care through ensuring best practices and shared learnings.

Keep updated at <http://www.unacuhcp.org/st-francis-campaign>

