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## Anaheim ED Grievance Moves to Issue Resolution

On Monday, July 23 management informed UNAC/UHCP that they will agree to work in partnership on the issue of implementation of Staggered/Static shifts. However, OC management also informed UNAC/UHCP that they plan to move forward with implementation of 8 to 8 shifts starting on August 5, for those RNs who currently work 7 to 7.

### **Here's what happened:**

On July 19<sup>th</sup> UNAC/UHCP Leadership's Ken Deitz (President) and Suzanne Delaney (Assistant Director of Representation); KOCPA Leadership's Terry McMurtrey with Staff Representative Tamara Yildiz; along with ED RN Jeanne Duss, met with Karen Tejcka (Medical Group Administrator), Margie Harrier (AMC Transition Leader), Labor Relations from Pasadena and the OC Director of Human Resources.

UNAC/UHCP raised again 3 key points at this meeting:

- There is no operational need for the change in scheduling.
- The change is premature, since we don't know the impact on the ED until the new hospital opens.
- We have deep concerns regarding maintaining safe staffing ratios with the proposed change in hours.

At this meeting with management UNAC/UHCP took the position that Kaiser did not work in partnership. Ken Deitz, UNAC/UHCP President said, "This would have been a prime opportunity to use the partnership tools of Interest Based Problem Solving and Consensus Decision Making, which results in success."

### **NEXT STEPS:**

A team of three ED RN's who are on Mid-Shifts will be selected by the union, with UNAC/UHCP and KOCPA Leadership, to work this issue in Interest Based Problem Solving and Consensus Decision Making. A neutral facilitator will guide the process. It is UNAC/UHCP's belief that with this process, the nurses will be heard and be a part of any decision regarding mid-shift schedules. This work will be done as quickly as possible. Finally, it is UNAC/UHCP's plan to keep the grievance on the table at this time representing everyone.