

District 1199 NM
Newsletter – December 2018

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CSTV
Alta Vista
Los Alamos Medical Center
Holy Cross
UNMH

UNMH Contract Negotiations to take
Place January 8, 11, 14th



Update on UNMH contract negotiations

From District 1199 NM

District 1199 NM recently began negotiations for a new contract for over 4,000 employees at UNMH.

This is a very important contract negotiation.

For several weeks the union has reached out to employees asking what issues are most important to negotiate.

Issues such as compensation, stopping bullying and harassment, workplace safety, continuing education, staffing levels, retention policy, and more were all on the minds of employees.

While all are important and are being crafted in the union's proposals for the bargaining sessions with the hospital, two matters relative to compensation stand out as being chronic problems which the hospital has failed to fairly address for many years:

- 1.) Pay equity and competitive pay, and
- 2.) Addressing the years of insufficient pay increases across the board.

At the first negotiation session the union brought these issues front and center by having a labor economist making the case the hospital has the resources to fund increases long overdue to employees.

At the second session the union argued to correct years of pay inequity, the need to compensate for longevity and experience of employees, and the issue of UNMH needing to be competitive with area hospitals.

In January UNMH set out to hire a consultant to do a study on the pay scales offered at UNMH. Unfortunately, the consultant just began its work.

The union requested that the consultants be present at the negotiation session to hear from employees first-hand about the unfairness of the current pay system – management declined.

Nonetheless employees made a detailed presentation regarding Wage Equity for Licensed, Technical, and Support Staff at UNMH at the last session.

Led by Jenny Haley, a key member of our negotiating team, several employees eloquently made the case to UNMH management negotiators to finally eliminate pay inequity and treat employees fairly.

Wage equity and overall compensation improvement will be front and center in our continued negotiations.

Go to the union's website for updates on negotiations and look for email updates - or call the office at: (505) 884-7713.

Website: <http://www.nmhospitalworkersunion.com>

**Sharon Argenbright, RN, MSN,
President of District 1199 NM**



District 1199 NM remembers and will miss



Victor Hickman RRT, CRT, RCP

Respiratory Therapist
St Vincent Hospital 1980 - 2018
Vice President District 1199 NM
Contract Negotiations Team 2004-2006

... More News from Our Hospital Chapters.

Alta Vista

District 1199NM has just negotiated their contract. Wages equity was addressed. Members for whom equity was not a problem will receive a bonus. Another big item ratified during negotiations, is the bullying language. More recently we started the Labor Management committee meetings. In October LMC the items that were discussed were positions in the Lab, differentials and other modalities for the Radiology department and flex time. The next LMC is December 20th, at 9:30am. If you or your departments have any issues, please contact your Vice President Marcos Ortiz or your Union representative Yolanda Ulmer at 505-780-8272. Contracts are being printed and will be delivered as soon as they're ready. A letter from the president will be mailed out with information on Article 5. If you have any questions, please contact your union rep. Yolanda Ulmer at 505-690-6871 or email at yolanda@district1199nm.org.

Happy Holidays to everyone
In Solidarity,

Yolanda Ulmer Union Representative



Los Alamos

The Union will be scheduling two days a month for hospital visits. Lori Gonzales Union Staff will be visiting the members there at Los Alamos Medical Center's cafeteria. Please go by and introduce yourself. Lori will have a sign in sheet, so you may update your information. This will help you keep up to date with what's going on in your hospital and with the union. The union will start having monthly meetings with employees starting in December. Time and space to be announced.

In Solidarity,

Yolanda Ulmer and Lori Gonzales.

Holy Cross Medical Center

District 1199NM has been working with the Taos Hospital Study Group to enlist support for pulling together a statewide effort for increased financial support for Holy Cross and other hospitals. President Sharon Argenbright has also met with Taos County officials and hospital employees in efforts to strengthen the message to New Mexico legislators to set aside 10% of the expected \$1.2 billion revenue surplus for hospital emergency funding and healthcare stakeholder planning for New Mexico's health systems.

Expanding Education Opportunities at CHRISTUS St Vincent Regional Medical Center

The need to expand education opportunities at CSV has been an on-going point of discussion during our monthly labor/management meeting. The need for standardized education for current employees, orientees and new grads is recognized by both 1199 and CSV leadership.

During a labor/Management meeting, Monica Leyba-CSV CNE informed the Union that we now have a MSN prepared Education Manager and BSN prepared educators for the different levels of care provided at CSV Ms. Leyba also presented a comprehensive Education Plan Model that will be implemented; also in the plan presented were a dedicated education conference room, computer lab room and a patient care Sims Lab. The Sims Lab (located in the old career center) will allow repeated practice of clinical skills, before exposure to high risk patient scenarios and learning opportunities. The Sims Lab may also be used by patients and families to learn and practice self-care techniques such as cauterization, ostomy care and trach care.

On May 16, 2018, CSV Leadership requested that 1199 partner with the hospital in the purchase of an adult manikin for the Sims Lab. After a brief caucus 1199 leadership agreed and volunteered to fully purchase both and adult and pediatric manikins (approximately \$11,000 each)

The Funding for the purchase of the manikins is provided by the 1199 Education Fund as outlined in the Nurse Collective Bargain Contract (Article 10- staffing 10.4 - 10.5.3). When staffing matrices are not followed as negotiated CSV deposits money into the 1199 Education Fund.

Beginning Fiscal Year, July 1, 2018 – June 30, 2019 the amount allocated for each member of the collective bargaining units was increased to \$800 for services maintenance and \$2000 for Nurses and Technical bargaining unit. Request for reimbursement can be made on-line or by contacting Marisol in Human Resources (913-4995).

On October 31, 2018 1199NM together with CSV Leadership celebrated the grand opening with ribbon cutting of our new Sims Lab. Please utilize, enjoy and care for this addition to our Education Department.



Lillian Montoya, Delma DeLora, Monica Leyba & Mabel Baca.



Monica Leyba, Mabel Baca, Lillian Montoya, Yolanda Ulmer, Lillie Sandoval, Delma DeLora, Lori Gonzales & Jessica James.

... More News from Our Hospital Chapters.

Christus St. Vincent Regional Hospital

Currently the union has been visiting departments, the atrium and cafeteria. Starting in December we will be having drawings for some gifts. Go by the atrium to sign up. We are learning about issues in certain departments. I would like to stress to employees that bullying, disparity in treatment, within the workplace is NOT OK. If you or anyone is experiencing this, please contact us right away. You can call your union representative Yolanda Ulmer at 505-690-6871 or Lori Gonzales at 505-690-1963 you may also leave a message at the Union office at 505-780-8272. The Union and HR are working diligently together to stop these issues. We will be starting contract reading with S&M in the New Year. Also, we are currently looking for members to become more active in your department.

Don't forget to stop by and visit the Union boards at the Hospital. Lori has been working hard to keep everyone updated. Happy Holidays to all.

In Solidarity,

Yolanda Ulmer and Lori Gonzales (Union Representatives)

Our Labor and our Shared Value of Democracy

By: Mauricio de Segovia

While we continued to watch the tally of votes come in on and after election day and witnessed the display of the public's sudden concern over civic duty and opinionated rants over social media about what goes on in the political public square, it got me thinking about the origins and rise of our nation. How this experiment in what we call democracy has become over the generations. Particularly, how our times have intersected with labor.

Our work can become an ever-consuming part of our lives. We sacrifice time with our loved ones to devote to something that provides them sustenance in an age of living on the edge. What I mean by living on the edge is the ongoing uncertainty we face on so many fronts as we have been led to distraction and consumption without sustainability and security. Whether its healthcare, the environment, financial stability, we have opportunities beyond the ballot box to actively have a say. I mean having a say beyond the comment box on any of the social media platforms you participate with the world in. While it is a helpful tool, do you consider that earning your title as citizen? Is that a citizen with a say or with an opinion?

We are calling upon you to pick up your share of the civic duty, it weighs more now that there has been a whole lot of buildup of, well you know.

Where I am able to have an impact and influence on the most localized, direct, practically daily setting in my life, ...is at work. I encourage you to think about your workplace. How much of a say do you have? What methods have you used to address issues that affect you and your colleagues? Where are these venues where you can come together with your coworkers to bargain collectively for a better workplace? Is it a venue where you feel you are actively having a say in a democratic process?

Take your union for example. In your union, you elect those in leadership positions. You can be a union official yourself, whether as an officer or a delegate (steward). The negotiated terms of the contract that governs how your employer takes on certain things from scheduling, benefits, wages, discipline, working conditions is legally binding and is negotiated by you and your colleagues at the same table with administration. The negotiating team is a set of employees that have stepped up to take on this responsibility with your guidance and support. The union is independent of your employer and can represent you on your behalf and as a collective power. Do you exercise this power? Are you actively having a say in things that occur in your workplace or for that matter even your union?

If not, now is your chance. Contract negotiations only happen every few years. When is the last time you opened up your union contract to read up on your rights? The peek you took at new employee orientation perhaps. Maybe you became a member but never took the extra bitty step to say; attend a member meeting, volunteer to take action, called upon us to assist in a pressing issue in your department, visited the website or liked the Facebook page, requested formal representation when you were in a bind, taken an online survey. Think about what makes a union. If a union is comprised of its members coming together for a common goal to improve their working conditions and benefits, who do you think that is?

How does any law get passed in this experiment we call democracy in the US? We did not win the slew of labor protections and rights over the previous century by generous politicians and corporate lobbyists; we made our achievements by organizing and through exercising our collective power as working people. Let's continue to make history, it's up to you and it starts from where you are at. Let's do this together. **We invite you to our upcoming contract negotiations, read further to see the upcoming dates and times.** Your presence is impactful and meaningful to your colleagues; make it your civic duty.

UNMH Contract Negotiations Dates

Your presence is highly encouraged

December 11th, 2-5 pm Jemez Rm
December 18th, 1:15-3 pm BBRP Rm 6600 6th fl.
December 21st, 1-3 pm Khatali Rm
January 8th, 3-5 pm Sandia Rm
January 11th, 1-3 pm Khatali Rm
January 15th, 3-5 pm Sandia Rm
January 18th, 1-3pm Sandia Room
January 22nd, 3-5 pm Sandia Rm
January 25th, 3-5 pm Khatali Rm

Your input is very important to us as well

Log on to: <http://www.nmhospitalworkersunion.com/>

...and take our online survey

Like us on Facebook: <https://www.facebook.com/UNMHlocal1199/>

National Union of Hospital and Healthcare Employees

UNMH Employees' Right to Union Representation

By Susan de Leon, Staff Representative

There are 2 contracts at UNMH covering the employees. The contracts are legally binding documents between UNMH and the Union. One contract covers licensed and technical and the other covers support staff. One of the most important features of the contracts covers the employees' right to Union representation in the event employees are called into an investigatory meeting. This right is covered under **Article 9, subsection B** of both contracts. Under the contract employees at UNMH are entitled to union representation in the event that they are called into an investigatory meeting. Here is what the contracts say about this right:

“B. If a discussion with an employee’s supervisor or management representative could reasonably result in a disciplinary action being initiated, the employee will have the right to a Union representative. No further discussion will take place until the Union Delegate is provided the opportunity to be present. However, the unavailability of a Union Delegate will not cause the interview to be delayed for more than twenty-four (24) hours. Time limits may be extended if the parties are in agreement.”

The employee needs to invoke this right. It is not a right that management will typically offer to the employee. It is assumed that the employee is aware of this right and will invoke the right if they want a union representative to be present at the meeting.

Please call the Union office at 505-884-7713 as soon as you know you need Union representation because we have other cases and work we are involved in and we want to make sure someone will be available at the time that you need.

Staff Representatives and Office Support for District 1199 Bargaining Units



Mauricio Segovia District 1199NM Organizer & Staff Representative. Bilingual and experienced at community organizing. The NMSU Graduate comes from a union family from the Southside of Chicago. Covering UNMH and can be reached at (505) 639-6423
Email: mauricio@district1199nm.org



Lori Gonzales is a former and long-time District 1199NM Vice President for Technicians at St. Vincent Hospital, is a Staff Representative and assists in the Santa Fe office. She can be reached at (505) 690-1963
Email: loretta@district1199nm.org



Yolanda Ulmer is a long time District 1199NM Organizer and has been working as Staff Representative at Alta Vista, Los Alamos Medical Center and St. Vincent Hospitals. She can be reached at (505) 690-6871
Email: yolanda@district1199nm.org

Susan De Leon has been involved as a Union Organizer and Staff Representative for many years working for other unions besides District 1199 NM. She has also assisted unions in their presentations to legislative bodies. She can be reached at (505) 884-7713 or
Email: susan@district1199nm.org

Gia Worlitzky
Office Assistant 505-884-7713
Email: admin@district1199nm.org

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While the main office is for all of District 1199NM, it also focuses on issues affecting UNMH employees.

The Santa Fe Office mainly focuses on matters affecting members from CHRISTUS St. Vincent, Holy Cross Hospital, Los Alamos Medical Center and Alta Vista Regional Hospital. You may call either office with new organizing tips and ideas.

What Are Weingarten Rights? And Why Are They Important to You?

In the 1975 case NLRB v. J. Weingarten Inc., the U.S. Supreme Court declared that unionized employees (in the private sector) have the right to have a steward present during an investigatory meeting with management when the employee believes the meeting might lead to disciplinary action being taken against him/her.

Weingarten rights apply during investigatory interviews when a supervisor questions an employee to obtain information that could be used as grounds for discipline.

When an employee believes such a meeting may lead to discipline, he/she has the right to request union representation.

These basic Weingarten rights stem from the Supreme Court's Decision:

The employee must request representation before or during the meeting.

After an employee makes the request, the supervisor has these choices:

- grant the request and wait for the union representative's arrival;
- deny the request and end the meeting immediately; or
- give the employee the choice of either ending the meeting or continuing without representation.

If the supervisor denies the request and continues to ask questions, the employee has a right to refuse to answer. In addition, the supervisor is committing an unfair labor practice.

Employee Rights in "Weingarten" Meetings

Beware that management is not obligated to inform employees of their Weingarten rights – employees must ask for them. Unlike Miranda rights – where police are required to tell a suspect of his/her right to an attorney, etc. – Employees must ask for their Weingarten rights.

Ask your District 1199NM Representative for a Weingarten Card if you have not already received one ... and keep it in

your purse, wallet, or someplace you can find quickly when at work. You can also cut out the shaded and dotted box below and keep it with you and don't be embarrassed to read it to your accusing supervisor.

HERE'S WHAT TO SAY:

"If the discussion in this meeting could in any way lead to my being disciplined or terminated or impact on my personal working conditions, I request that my steward, local officer or union representative be present. Without union representation, I choose not to answer any further questions at this time. This is my right under a Supreme Court decision called Weingarten" **And call your Union Representative, Your Union Chapter Officer or Delegate.**