



SEIUHealthcare®
United for Quality Care

St. Joseph Medical Center

April 26 2018

We are taking action for a safe hospital!

Sometimes our units can feel like the fictional "Island of Misfit Toys" — full of broken, battered, and just plain ancient equipment.

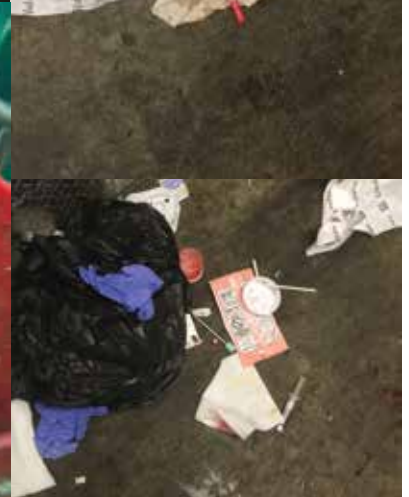
We have a right to a safe workplace with the equipment we need. We are uniting to enforce this right in Environmental Services.

Together we marched to Hospital President Syd Bersante's office regarding many issues such as a broken garbage compactor, broken locks where the bio-waste is kept, broken hoses with hot water squirting out, a broken emergency sink, and denial of our rights to union representation when called into an investigatory meeting by management. We told our top-level administrators that they have the legal responsibility to keep our workplace safe. We need a work environment that is free of workplace hazards, bullying, harassment, and discrimination.

When we report broken equipment and a hazardous situation that puts safety at risk for us and our patients, it is management's responsibility to fix it! We took collective action in our department and made a bold statement about how much better we could do our jobs if we had proper functioning equipment. The cost to us and our patients could be significant if someone gets hurt as a result of faulty equipment.

Our unity is working! Since we took action, management has reported to us that the compactor is being fixed, we are getting a new sink put out on the deck, the hot water is getting fixed, we are getting handles on all the carts according to ergonomic standards, and there will be new locks for the bio-hazardous waste. We are ready to work collaboratively with management to address further improvements to workplace safety.

We will continue to stand united until we have a safe, respectful workplace for all.



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We can take action when there are occupational hazards and unsafe staffing!

NEWS FLASH!

What can we do?

We can tell our boss immediately. If our boss does not respond, we can go to our boss's boss.

We can talk to our co-workers, too, and get them involved.

If the hospital doesn't make necessary improvements for safety, we can report them by filing a complaint directly with the Occupational Safety and Health Administration (OSHA). We can do this confidentially and know that both the law and our union contract prohibit retaliation for raising these concerns.

We know that our greatest strength is through our unity since we have 800 co-workers across St. Joe's. We can escalate staffing complaints through our union contract, we can march to our administrators, we can partner with our community. Together, we can make a change.



"Working in the hospital as EVS workers is not the same as working in a motel or hotel. We are working in a healthcare environment where patients come in very sick and are looking to thrive in a healthy and clean environment to get better and heal. We as EVS workers take pride in the work we do ensuring that our hospital is clean by utilizing our skills and expertise. But it's impossible to do our job without the proper tools and broken equipment. Our goal as EVS workers is not only to keep infection rates down but to prevent infections. That's why it's important that we follow detailed procedures to have a healthy, safe and clean hospital environment."

Willie Willis, EVS Tech II, Environmental Services



"We gave management a petition and told them we are tired of their persistent actions of harassment, intimidation, disrespect and violation of our Weingarten rights. We demand respect, not disrespect!"

Lamont Williams, EVS Tech I, Environmental Services



Workplace Investigations and Weingarten Rights: What You Should Know

"Weingarten rights" are our rights as union members to have union representation at investigatory or pre-disciplinary meetings with management. An investigatory interview occurs when management questions us to obtain information that could be used as a basis for discipline or asks an employee to defend his or her conduct. If we have a reasonable belief that discipline or other adverse consequences may result from what we say in a meeting with management, then we have the right to request union representation. Once we request union representation, management is required to stop the meeting until union representation is available. If management denies us this right, this is likely an Unfair Labor Practice that violates the federal labor law, and we should contact our union delegate right away.



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