

# We blocked HUC rebid and job cuts Now we need to continue to take action together



"Because of the issues in the past we pushed for new contract language that says that management is required to get our input and have a real discussion before starting a rebid process. I have been through multiple layoffs, and I know that how they do the process makes a big difference. They signed on the dotted line, and

they need to follow the process."

**Desmond Ellis, EVS Tech and Bargaining Team member**



"We HUCs play an active role in the flow of patient care—we are the first responders. Cutting HUCs in the evening on the medical floors will negatively impact staffing, patient care, patient satisfaction and safety."

**Kristi Curtis, HUC 10<sup>th</sup> Floor**

When management announced a HUC layoff process that violated our contract, we took immediate action to protect our jobs and our patients.

Management launched a HUC restructure on November 26, saying that re-bid sheets would be due November 29 without any input or previous good faith discussion with affected employees as required by our new contract. This process violated our contract, lacked transparency, and didn't properly apply seniority.

## Who would be affected by the HUC restructure and lay-off?

- HUCs on PCU, IMCU, Ortho, Oncology, Medical Renal, and Surgical Acute were identified as units to be restructured.
- Low seniority HUC's on other units—management had posted a "low seniority roster" roster of 3 positions, subject to bumping.
- Patients, registered nurses and other caregivers—due to proposed reduction of 7 FTE HUC positions, and especially the lack of HUC coverage on Ortho, Medical Renal and Surgical Acute during busy times of 7PM to 11PM.

## Next Steps:

- First management should provide clarity to affected HUCs, by:
  - Agreeing to immediately arbitrate the grievance, so it can be resolved quickly, before proceeding with any kind restructure.
  - Agreeing and communicating to effected HUCs that there will be no implementation of new jobs in January 7.
- Hearing in Federal Court in Tacoma, December 26, 2017. The federal judge will hear arguments concerning the continuation of the 'Restraining Order' against the hospital.
- Then HUCs will meet again with management after the December 27 hearing, date and time to be determined. Management should not proceed with a restructure that will hurt patient care, and should agree to follow a contractual process for any restructure.

## HUCs took immediate steps:

- 90 HUCs, registered nurses and others wrote a letter expressing concerns about the restructure and demanding that management stop the restructure and follow the contract.
- A group grievance was filed concerning multiple serious contract violations, including implementing the rebid with no input or good faith discussion with affected employees, and not respecting the parts of the contract that provide transparency and fairness for employees.
- Registered nurses raised concerns in their staffing committee about the impacts on staffing and patient care.
- Finally, a federal judge took the extraordinary step of ordering the hospital to stop the restructure and lay-off due to the harm. Given the seriousness of the impact on the lives of those affected, the actions taken by HUCs in protest and the likelihood that the contract was violated, the Federal Court felt it was necessary to intervene to stop the process.

Under the Federal temporary restraining order, the hospital cannot implement the proposed restructure, and all HUCs retain their current positions