

ENVISION

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OUR PURPOSE IS TO EDUCATE, ENCOURAGE AND ENERGIZE ENLOE EMPLOYEES. *ENVISION* WILL SHOW UP BIWEEKLY. *SEIU-UHW...ENLOE*

They said it couldn't be done, but you know what...

Workers and management can get along!

April Fools!?

On April 1st, 2004, Enloe employees were divided into five units and voted whether or not to have more say over the one-third of their lives they give to their jobs.

Two of those units – the ones senior management outsourced to the British multinational company Compass – voted overwhelmingly for union representation.

What did they know that the rest of us didn't?

A year before that April Fools election, when our cafeteria and housekeeping workers were farmed out to Compass, Sr. Mgmt. promised them there would be no changes to their wages and benefits. There were. Some of those changes were quite painful. Besides the normal feeling of betrayal, it was painfully clear to the outsourced workers what needed to be done. Organize to vocalize.

Will the real April Fools please stand up?

The naysayers said unions were bad; there was no money for raises or for better benefits. Just what very well-paid executives want us all to believe. Of course, they were wrong.

Well, it took our Compass workers two years of struggle. There was a one-day strike and a threat of a two-day strike, but

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Only a fool would try to deprive working men and working women of their right to join the union of their choice.

– DWIGHT D. EISENHOWER

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finally their first contract with the British company was settled at the negotiating table. There was give and take, tit for tat, compromise. That's how those things work in a democracy. The formula should be simple: a little compassion, empathy and respect. Unfortunately, it often takes a strike.

**You can fool all of the people some of the time,
and some of the people all of the time; but you
can't fool all of the people all of the time.**

– ABRAHAM LINCOLN

An important point to keep in mind is that employees can work with their employers so that not only management gets a nice yearly package, but so also can their workers. Our Sr. Mgmt. has just avoided forcing our nurses to strike, and together they worked out an agreeable contract. Oroville Hospital's management and workers have recently worked out a better deal for themselves. Workers to the north of us, in Red Bluff and Redding, have worked out sweet deals with their administrators. It happens all the time.

Kudos to Compass workers

So congratulations to our Compass employees! You've shown the rest of us the way.

We've heard about that retro paycheck they'll be getting. According to dietary worker Michelle Parker, they'll get that at the end of May, in one lump sum. For some of them, that could mean a couple thousand dollars.

Parker's coworker, Colleen Regan, likes the fact that there are now all sorts of guarantees. Management now has to talk to workers before it makes changes.

Another cafeteria worker, Ed McDonald, thought all the hard work was worth it. "It was like Compass was waiting for a strike to happen. Probably, our second strike vote made them serious about negotiating. Getting the contract is huge," he said. "Now it's the service unit's turn." **E**

Oh boy!! Here's what Compass employees now get...

- **Job Security**

They have a voice and protections against being outsourced, laid off, or fired.

- **Grievance Process**

They can take grievances all the way to a neutral, third party arbitrator.

- **Labor Management Committee**

Management and employee delegates meet regularly to MUTUALLY solve staffing, workload or other issues.

- **'Freedom of speech' bulletin boards**

Workers will now be able to hear "the other side of the story."

- **Part-time Employee Reclassification**

If a PER DIEM or PART-TIME employee has worked at least 30 hours a week for six pay periods, that employee gets automatically reclassified to full time if he or she requests it.

- **GUARANTEED Wage Increases**

No more "magic" of the marketplace surveys. Increases are guaranteed by contract.

- **Retro pay (rare in a first contract)**

They will get retro raises up to 16%; some will get a couple of thousands of dollars at the end of May of this year.

- **Seniority**

Length of service becomes valued; no more favoritism.

- **Schedule Protections**

Schedules posted 13 days in advanced, changed only by MUTUAL agreement.

- **David Vega gets his job back!!**

- **And a whole lot more...**

Maybe Enloe's senior management will say, "What the heck! If Compass can do that, so can we!"

FOR YOUR INFORMATION

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FYI

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Back in the day...

In 1827, several trade unions in Philadelphia banded together to form the Mechanics' Union of Trade Associations, the first U.S. labor organization to unite workers in different crafts. Other cities soon had similar local federations. Besides acting to raise wages and improve working conditions, the federations espoused certain social reforms, such as the institution of free public education, the abolition of imprisonment for debt, and the adoption of universal manhood suffrage. Perhaps the most important effect of these early unions was their introduction of political action.

– *History Channel Website*

There is no money...there is money...there is no money...there is....

Mercy Medical Center management did not outsource their housekeepers, and after they recognized SEIU-UHW as the union representing their workers, and then negotiated a contract with them, housekeepers received raises close to 50% over the life of their contract. In May of 2007, they will get another hefty raise as they adopt a wage scale that is comparable to workers at the union-friendly Kaiser hospitals. No "market surveys" for them.

ENVISION OPINION

What country is this?

Enloe administrators say their two-year delay in negotiating with our service unit is about "fairness," about making sure the majority of the Service Unit is being represented. They ignore the proven fact that a majority already voted for union representation. They also contend a few workers are trying to get more money than they deserve. As you recall, Carol Linscheid claimed recently that the average Enloe worker earns \$48-50K a year. Of course, the vast majority of us make nowhere near this much. Let us remind them this is not primarily about money. This is about improving working conditions (like staffing ratios), patient safety, and giving everyone the dignity they deserve in the workplace.

Their delay has really been about getting their way. Consider this: **Maybe it's time to exit the Enloe culture and re-enter the American culture.** The one where ideas can be spoken of freely without intimidation, where the word "democracy" actually means something, where the rule of law is an essential element of our society, our nation, our world. ALL of us learned as children that we can't always get our own way. Sometimes we have to compromise, communicate and listen to others. This is what America is all about, isn't it?

If you are part of the Service Unit, please get out of your comfort zone and join your coworkers in insisting our employer allow us the rights granted us by the National Labor Relations Board. Together, we can realize the possible.

EMPLOYEE OPINION

Be quiet, you've got work to do

I am a member of the vocal minority. Yes, the "vocal minority," according to one of Enloe's new vice presidents – who didn't miss an opportunity to repeat the phrase during the city's recent Enloe expansion discussions.

Could the majority be silent because of the fear tactics and unfair labor practices of our imported and well-paid administrators who sing the praises of our hospital and community while dishonoring both with their actions?

Could the silence be from our Certified Nurse Assistants who are understaffed and overworked with sometimes 14 patients to care for?

Could the silence be from our monitor techs who now must watch the monitors of up to 56 patients, while also doing assigned paperwork?

Or could the silence be from our unit secretaries who don't get relief until their load hits 31 patients?

Or could the silence be from the phlebotomists who.... You get the picture.

On the floors, the work is hard, and is getting harder. It's easy to ask dedicated employees to do a little more...a little more...a little more, especially when a little fear and intimidation is thrown into the mix.

Now we ~~have~~ *are* a union. The vocal minority is us voicing the concerns of the SILENCED majority. We speak, but to an administration that won't listen.

I'm proud to be part of this vocal minority because it means standing up for coworkers. Our senior administrators may deny our union, and even appeal our majority vote. But, WE ARE CERTIFIED. Say it loud; say it proud.

— Peter Calo

CUT OR TEAR ALONG DOTTED LINE AND GIVE TO UNION DEPT. REP

• An Employee Employees' SURVEY •

Let me count the ways – How can you help yourself and help your fellow-workers?

Every cause needs bodies, somebody to do the work, even the behind-the-scenes work. It's democracy in action. Sr. Mgmt. may hope you're losing interest in your own welfare, but we've got plans. Please contribute a little time to help us all. Check off the box(es) that apply to your availability and comfort level:

- I can bake something for a bake sale.
- I can cook a little something for a potluck.
- I would like to contribute time to the newsletter.
- I would like to join the action committee.
- I can make phone calls.
- I can make house visits.

Name _____

Email _____

Phone _____ Best time to call _____

Address (optional) _____

OR email us: Info@EnloeWatch.org or call us: 624-4256

Will the CEO get his Tower?

Apparently our Chief Executive Officer has weathered the storms over his expansion proposal – two factions of angry neighbors who had been kept out of the loop for several years, a belated neighborhood charette, a number of community groups organizing into a coalition and speaking out against a rushed Environmental Impact Report, and a city planning commission trying to mitigate some of the impacts on the neighborhood – but, is it over?

We all know that the original plan called for a rebuild of the hospital on expansive property Enloe owned in southeast Chico on Bruce Road. This area is zoned for hospital use. There are many doctors' offices nearby. It's near highways, making it more accessible than the present middle-of-an-old-neighborhood location. This seemed to be the perfect spot.

There would have been plenty of room for Enloe to grow, not just for twenty years, but well into this century. Enloe doctors pointed out at city council meetings three major patient-care shortcomings of the present Esplanade site: a small emergency department, inadequate operating rooms and not enough intensive care beds. All this would have been solved, and then some. Think of the patient care!

High-end, world renown specialist doctors could easily have been recruited. They each could have had their own hospital wings. Think of the patient care!

The controversy over the helicopter – its noise and its single-patient carrying capacity – would have been solved with acreage for a ground-level heliport capable of handling multiple multi-patient helicopters with direct access to the ER. And the flight care nurses could still be stationed at the hospital and double as ER nurses. Think of the patient care!

So what happened to the Bruce Road property? It was sold – some would say – at a discount to the same developer who talked the CEO into the neighborhood charette.

Even our CEO admits Bruce Road would be a better site than the Esplanade site. But according to him, it's a matter of money. His tower is slated as a \$110,000,000 project, whereas the Bruce Road rebuild would – according to his figures (but disputed by the neighborhood groups) – cost \$230,000,000.

We know from our CEO that his proposed expansion will be inadequate to meet Chico's growth 20 years down the road. What then? Another \$110,000,000 expansion, and another hard fight with the neighborhoods? It doesn't take a brain surgeon to see that over the long haul, we're on the path of twice as much trouble for, at least, the same amount of money.

You think the choice – 110 versus 230 millions – is a no-brainer? Perhaps it is if the only way you could raise money for financing the project was through relatively small donations from a few well-connected acquaintances of the CEO. And the half-million dollars raised over time from the paychecks of Enloe middle managers and employees is...well... small change.



The neighborhoods argued there could be a better way. With just a few meetings with the CEO spread out over a year, or so, the neighborhoods never did have enough time to develop and propose an

alternative means of financing the construction.

If the community of Chico truly owned Enloe, then of course the community, through bond measures, could raise adequate sums to cover the costs of a rebuild at the Bruce Road site, or another large site near highways.

And on the horizon stirs more storms for our CEO. The group known as Infecton Connection is quickly gathering enough signatures to convince the city to invite another hospital to Chico. Talk of referenda and initiatives is in the air. There are many groups of community members who feel they've been railroaded by our CEO, and they're not happy. Is it over? We'll see. **E**

JACK RASMUS TO SPEAK AT CHICO STATE • [AYERS 106](#) • FREE • WED., APRIL 5 • 5PM TO 6PM

'The War At Home — The Corporate Offensive from Reagan to G.W.Bush'

An analysis of corporate attacks in the 20th century against workers and unions. REFRESHMENTS FOLLOWING LECTURE.