

ENVISION

July 7, 2006
Volume 1 • Issue 6

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

If the "new" board wants the best possible hospital, then...

No more hatchet men!

It took a long time for the Enloe Board of Trustees to understand what was happening to our beloved hospital, and what truly and actually made them "understand," we may not learn, at least not for a while.

With the resignations of Dan Neumeister and spokeswoman Betty Dean, we hope the "new" CEO and the "new" Board of Trustees will not just be good for Enloe's middle management (who apparently love the CEO), but also for that part of the Enloe family that he went mediaeval upon – those who find themselves near or below California's poverty line.



LIVE BY THE HATCHET... DIE BY THE HATCHET.

Dan sent out farewell letters to various groups of Enloe employees. The letters were charming, but let's not be fooled again. Let's not forget there were very serious problems with his management style and decision-making. After all, he was a self-proclaimed "hatchet man."

Off with their heads!

His hatchet chopped at various departments, outsourcing two altogether – housekeeping and cafeteria – and important parts of others.

Not only did he unlawfully refuse to negotiate with our service unit, but he also sought an unlawful degree

Continued on Page 2

Although it's true that only about 20 percent of American workers are in unions, that 20 percent sets the standards...in salaries, benefits and working conditions...you owe that to unions. Corporations do not give out money out of the goodness of their hearts.

– MOLLY IVINS

Continued from Page 1

of control over our medical staff. He tried to ax two of our anesthesiologists who supported SEIU. He and his cronies also split the medical staff into the haves (those doctors receiving "special" arrangements) and the have-nots (the rest of the medical staff).

He and his senior management devised methods to placate regular employees with their bottomline-focused "Teamwork for Success," their soft-questioning Employee Forum, their multi-question-pick-the-answer-that-makes-you-look-good Employee Survey, while occasionally allowing basic cost-of-living raises, at the same time taking money from those employees through revised health insurance premiums and co-pays, PTO cuts, and a 401K retirement setup.

You may be saying to yourself, "But what about that recent raise?" Whose? His? Oh, ours! Well, you can answer that question by looking at the recent six percent raises the unionized Compass employees received, along with the six percent raises the unionized nurses received. Our raise was meant, once again, to placate. And don't forget, with higher gasoline costs, and its trickle-down effect throughout the economy, our cost of living will go up at least four percent, if not higher.

Beware of Chiefs bearing hatchets

Dan Neimeister was hired around eight years ago as a Chief Operating Officer by the recently displaced Chief Executive Officer, Phil Wolfe, to do his dirty work, which some might wish

to call "making Enloe a lean, mean competitive healthcare machine." Read here: "bottomline-MEAN." And *there* lies the problem in a nutshell.

Healthcare is, first, about patient care; second, about employee care; and then, somewhere *down* the list, about bottomline. Imagine being told about your dieing father, "Sorry about your dad not getting the full array of nurse assistance, nursing, and surgical care, but...you understand...cuts had to be made. Bottomline has to be healthy." •E•

If possible, the next CEO should be:

- a local person (from the area we service)
- a person who has worked their way up the ranks
- someone who is compassionate. [We know a well-respected department director, or two, who would make a wonderful, compassionate CEO.]
- someone who understands the fears and vulnerabilities of regular employees (the need for employee representation and job protection)
- a person not wanting more pay than a doctor (who, after all, saves people's lives)
- someone with patient care/clinical experience
- a CEO who is creative about the bottomline, who won't use it as an excuse to harm employees

Blessed are the Peacemakers...



"Don't gloat," she said. I said, "Darn! but OK." So Dr. Diane Gill had a



vittles and drink. There was joy and good talk. And, there was cake.



peace party at her place. There were doctors, nurses and other employees. She provided the



Photos by Janet

FOR YOUR INFORMATION

FOR YOUR INFORMATION

FYI

FOR YOUR INFORMATION

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How about a six-hour work day?

For most of those Americans who have not been laid off, or had their jobs outsourced, their work loads or their work hours have increased. U.S. workers now work the longest hours in the industrialized world. The average Australian, Canadian or Mexican works about 100 hours less; the Brazilian and British work 250 hours a year less than we do.

A four-hour work day?

Technology – automation, computerization and now robotization – has increased our productivity (up over 100 percent since 1948). Yet, most workers have not gained more free time. If we had, we could now produce our 1948 standard of living in less than half the time it took in that year. We could have the four-hour day; or a six-month work year; or we could now be taking every other year off from work...all at the same wage – or salary – a full-time employee now receives.

<http://www.consciouschoice.com/1995-98/cc095/dump40hourweek.html>

ENVISION OPINION

A Board of Trustees we can trust

There's been talk that we may be getting a new Board of Trustees, one that truly represents the best interests of our community.

The BOT we now have probably thought they were doing what was best for the community when they hired Phil and Dan. They probably thought, that by allowing the administration to farm out our cafeteria and housekeeping, fight the nurses' union and the employees' union, they were doing what was best for the community.

What they mustn't have thought about was, we, and our families and friends, are a good chunk of the community. For the good of the community, let's have a community-elected board.

You may have heard this gag before...

TEN THINGS YOU CAN TALK ABOUT WHILE AT WORK, AND WHICH HAVE NOTHING TO DO WITH WORK:

1. The weather.
2. Your car troubles.
3. Your family problems.
4. Your health going to pot.
5. Your colorful clothing.
6. Your delicious breakfast.
7. Last night's television program.
8. Where you will go on your next vacation.
9. Work that you have to do at your house.
10. Whether the clock is fast, or slow. [This last one is iffy.]

TEN THINGS YOU CANNOT TALK ABOUT WHILE AT WORK, AND WHICH HAVE EVERYTHING TO DO WITH WORK:

1. The union.
2. The union.
3. The union.
4. The union.
5. The union.
6. The union.
7. The union.
8. The union.
9. The union.
10. Whether the clock is fast, or slow. [I told you it was iffy.]

THE CALO COMMENTARY

Who owes whom?

Remember when you were hired by Enloe? You probably thought, "How lucky am I!" It's not hard to feel you owe something to the administration that hired you. If we are normal, we probably would have the attitude: they are our "superiors;" we are their "inferiors." Why?

Of course, attitude training starts when we are children with our parents, and then with our teachers and school administrators. We are taught administrators ARE superior to us. We are told this is "respect." This respect, however, is often reinforced with a heavy dose of fear and punishment.

Primary and secondary schooling is, after all, something we force on children. I mean, how many of you really wanted to go to school, and be told to study things that were soooo boring? Success, you were told, will be yours, if you simply arrive on time, follow the rules, do what you are told, pass your tests and don't cause trouble. Succeed and you will find rewarding employment when you finish with your schooling. Fail and you will be poor, if not homeless.

When I was a child, I did as a child does...

A good argument can be made that everyone IS superior to a child. But we are no longer children. We are adults living in a democracy with a duty to speak out and change that which is apparently unfair. Most of us did not learn our present jobs in primary and secondary schools. But, think about it...aren't you pretty good at what you NOW do? Perhaps, even *expert*?

Theoretically, your job is supposed to be an even trade: your labor for an *equal value* of money. "Equal" is key here, and fits quite nicely with the concept of democracy. Our point here is, don't think that the hospital's administrators are giving you something for nothing, or doing you a favor for what you do. The relationship should be one of equality. If we don't feel *that*, it's because of that darn "inequality" attitude that was shoved down our throats as we were coming of age. It's an attitude, but attitudes can be adjusted.

Did I say "even"?

In actuality – and a *real* market survey that included the unionized hospitals in Redding would prove this – we Enloe employees are rather underpaid. We supply a service Enloe is mandated to offer our community. So why shouldn't we be compensated with the equivalent in terms of wages, job security, safe working conditions and the like.

Seems our administrators are the ones who owe us. **•PC•**

Please take the time to check out the inserts in this newsletter. If you have been illegally written up, let us know. Fill out the inserted form and then get it to us by: giving it to a department rep; mailing it to us (see address below); or e-mail or call us, and we'll pick it up at your leisure. We are union. **WE are not going away.**

ENVISION CONTACTS: SEIU-UHW...CHICO • PHONE: 624-4256 • EMAIL: Info@EnloeWatch.org • OR YOUR UNION DEPT. REP

ENVISION'S ADDRESS: SEIU-UHW, 1009 SYCAMORE, SUITE B, CHICO, CA 95928

VISIT THESE WEBSITES: www.enloewatch.org AND www.enlomedicen.org

ENVISION STAFF: BEN CALO • BARBARA GARCIA • JIM NORTH • ALICE RYAN

Report from 'lobbyist' James Harro

On June 28, Barbara Garcia and I drove to Sacramento and joined about sixty other healthcare workers and SEIU members from all over the state to lobby several state senators and assembly members. Our goal was to get their support for state assemblywoman Wilma Chan's bill AB 2754, state senator Elaine Alquist's bill SB 1301, the addition of staff to the California Department of Health Services Licensing & Certification branch, and a bond for retrofitting hospitals to prepare them for earthquakes.

Chan's bill would require hospitals to have a plan for adequate professional and technical staffing levels [see sidebar]. Alquist's bill would set standards for hospital enforcement comparable to those that now exist for nursing homes.

During the last few years many hospitals have cut professional and technical staffs to limit costs. Now we dedicated caregivers are pushed harder and harder to do more in less time, rushing between patients and departments. This new staffing crisis often delays vital care for patients. Professional and technical staffs are strained further and risk injury as they struggle to deliver specialized services.

A respiratory therapist from Fresno, named Jay, told legislators about his experiences running from patient to patient at his neo-natal unit. Because of short staffing, he is forced to make decisions through a "triage mentality" which allows some premature infants in respiratory distress to unnecessarily die.

We were successful in influencing and educating senators and assembly members by walking the halls of the capital and going to the lawmakers' offices. It was exciting – and fun – to participate in government decisions. I was proud to be with Barbara as she took a lead speaking to senators and chiefs of staff of our lawmakers. I think that she also had a good time. **•JH•**

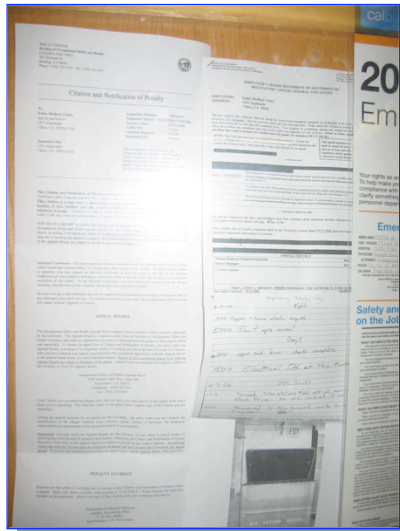
SUMMARY of AB 2754 (Hospital Staffing)

This bill requires general acute care, acute psychiatric and special hospitals to adopt and annually update a plan or procedure for determining staffing of professional and technical classifications, as specified. Requires the Department of Health Services to review the plan or procedure during licensing surveys. Deems failure to maintain, review annually, or comply with the plan or procedure to constitute staffing that has the potential for harm to patients.

[Enloe senior management opposes this bill.]

Uncovered...unveiled...uncensored...


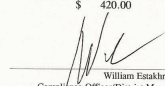
The problem is one of transparency...



Maybe you saw this Citation and Notification of Penalty from OSHA tucked in the corner of the trophy case next to the newspaper machines. It was there for a while, but was recently removed. Chances are you didn't know about it. Our Sr. Mgmt. doesn't usually let things like this out, even if they might be hazardous to our health.

Both our Board of Trustees and our administration shouldn't be afraid to be open. It's their distrust of employees and community members that has created the kinds of problems our hospital is now going through.

This citation was concerned with a biohazard waste cart that had a hole in it, and, so, wouldn't prevent possible leakage.

State of California Division of Occupational Safety and Health Cal/OSHA Field Office (8950621; 4023) 281 Hemsted Dr. Redding, CA 96002 Telephone: (530) 234-4743	Inspection Number: 309564891 Inspection Dates: 01/04/2006 - 05/08/2006 Issuance Date: 05/31/2006 CSHO ID: U7631 Optional Inspection Nbr: 032-416	
Citation and Notification of Penalty		
Company Name: Enloe Medical Center Inspection Site: 1531 Esplanade, Chico, CA 95926-3310		
Citation 1 Item 1 Type of Violation: General		
T8CCR 3195(d)(2)(E)3 Biohazard Pathogens. Methods of Compliance.		
Regulated Waste.		
3. Disposal of Other Regulated Waste. Regulated waste not consisting of sharps shall be disposed of in containers which are:		
a. Closable;		
b. Constructed to contain all contents and prevent leakage during handling, storage, transport, or shipping;		
c. Labeled and color-coded in accordance with subsection (g)(1)(A) of this section; and		
d. Closed prior to removal to prevent spillage or protrusion of contents during handling, storage, transport, or shipping.		
Enloe Medical Center in Chico had Crohball Healthcare Inc employees working on a contract basis. Located in the hallway, outside the Neurotrauma Surgical ICU, a cart used by Crohball employees to transport "biohazard waste" was found to have a hole in the corner, and was found to be in a condition that would not prevent leakage of regulated waste during handling, storage, transport, or shipping. This violation was observed on 01/23/06.		
Date By Which Violation Must be Abated:		06/10/2006
Proposed Penalty:		\$ 420.00
		 William Enakhril Compliance Officer/District Manager
<small>See pages 1 through 4 of this Citation and Notification of Penalty for information on employee and employer rights and responsibilities. Citation and Notification of Penalty Page 5 of 5 Cal/OSHA 2 (7/97)</small>		

You, too, can be a lobbyist!

After you read James Harro's report (above), you undoubtedly said to yourself, "By golly, I want to be a lobbyist, too!" Well, you can! Just let us know [see bottom of page 3], and we'll contact you the next time there is a lobbying field trip.