



*For Local 8 Members at Tri-Cities Community Health*

July 23, 2024

## Labor Management Team Meeting

Last week your Labor Management Team met with Management for our monthly Labor Management Meeting. Please take a moment to review our topics and Management's responses:

- Introduction of new Human Resources staff – Jolene Babka is the new Human Resource Director. She introduced herself and shared that she has previously worked in Healthcare and other related fields.
- Review of current Organizational Chart – We requested a review of the org chart to view how the management structure is laid out, which Site Managers work at each site, where there is overlap of Site Managers, and how Facilities is managed.
- Wage Placement per the Collective Bargaining Agreement – As outlined in your current contract, management has six (6) months to review employee's past experience and place you on the correct step on the Wage Scale. The employees who served on the Bargaining Team were used as a "test" to ensure the process was done correctly and there were no issues. That test was completed and now management is working towards completing this process for all other employees. Employees who are moved to a higher step will be paid retroactively for this increase to November 1, 2023.
- Janitorial Schedule Change – The hours of work for the janitorial team have changed recently and we wanted to confirm that this is not impacting employees in their normal workday. Management explained that there is no expectation of

employees outside of the janitorial team to clean or do any other tasks that are not their normal workload. *This is an important topic because we do not want to have other employees doing work outside of the scope of their daily tasks.*

- Changes of expectations for clinical staff – there have been new expectations on taking vitals, what is now “abnormal”, and when vitals need to be retaken. We had a discussion regarding disseminating this information and how employees are informed of these changes. Management shared that all these updates are listed on Athena under the Update tab and that an email synopsis is sent out by Nick as well. We did request that in the future these updates also be shared during daily huddles, so all employees have the opportunity to ask questions and make sure everyone fully understands the expectations.
- Translation – We have heard many concerns regarding provider expectations for translation, the use of the translation machines, and scheduling of in person translators. Management indicated that they have run reports on use of the translation machines and that those reports do not justify the purchase of more machines. We discussed that these machines are not always fully functioning and therefore sometimes bypassed as a real time option. Again, management indicated that the reports that they are receiving do not prove that as a real problem. Management confirmed that employees should not ever provide translation on diagnosis and/or medical terminology. They are open to work collaboratively on an agreement to allow employees to become certified as a translator which would include a monetary increase of some kind (to be negotiated if this were to come to fruition) This is how you all can help us continue to advocate for more assistance on this issue:
  - Report all issues with machines
  - Communicate with your Site Manager every time you have an issue
  - Communicate to your provider that you are not allowed to translate
  - Email Angie, Union Field Representative, every time you have an issue with translation
- Dental Department Emergency Relocation - In the current Collective Bargaining Agreement we have language indicating an extra 2.5% wage increase when employees are floated to different locations. We also have language under Emergency Closures that states employees be sent home for the remainder of the day or be paid double-time during the emergency closure. We expect that the organization, at the very least, will pay employees who were moved to a different location the 2.5% float premium. Management did not provide a

definitive answer at this time so I will be filing a Grievance to ensure that we hold management accountable for this movement.

- New Employee Training – We asked for a clear outline of the training of new employees and how long it is before new employees are working alone
  - Medical Assistants - side-by-side training with another employee for the first 90 days followed by cross training days 91-120.
  - Reception – Two days of training at the Admin Building on system and process topics followed by side-by-side training with another employee until all competencies are met.
  - Dental Assistants – first 30 days are laid out with a scheduled task for each day, and side-by-side training with another employee for the first 90 days until all competencies are met.
  - Other Classifications – 90-day probation with specific competencies reviewed and tested during that timeframe.

**Questions? Contact your Union Representative, Angie Wedekind, at [angie@opeiu8.org](mailto:angie@opeiu8.org).**



**OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 8**

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