

MONTEFIORE IN MOTION

1199 NEWSLETTER PUBLICATION FOR MEMBERS BY MEMBERS

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MONTEFIORE MEMBERS VOTE TO RE-OPEN OUR CONTRACT!



The Voting began at Montefiore on December 6, 2006

Due to the **Berger Commission Report** some 9 hospitals will be closing by 2008 and the current contract for 1199SEIU will also end in April 2008. In order to begin the important work of securing our next contract, the delegate body and the executive council voted to re-open the current contract now! Votes have begun in member institutions across the State of New York. What we want is to retain and strengthen our future contract.

What's on the line?

- OUR JOB SECURITY PROVISIONS—ESPECIALLY JOB GUARANTEES!
- Our healthcare benefits for our families and us, with no co-pays, no deductibles and no out-of-pocket expenses.
- Our pensions
- Our Child Care Fund benefits
- Our Training and Upgrading Fund
- Yearly wage increases And other benefits



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THE UNION VIEW

— by Gina Miller

1199 Organizer, Gina Miller, taped a pilot television show produced at Bronxnet Studios on the



Lehman College Campus. The concept for the show is a look at the issues that affect working class people in the United States. Issues like immigration reform, minimum wage, healthcare cuts, promotional opportunities, licensure requirements and changes on the State and Federal level that affect professionals in the field of healthcare every day. Not only will the show discuss issues relating to healthcare professions, but, the producer endeavors to do a comprehensive show detailing important parts of union history from Pullman Porters

union to Transit Workers' union. The show will highlight not only healthcare workers views, but the view of unions in general. The way the union does business has changed over the years and is ever changing all the time. For instance, the topic of the pilot show was Labor Management Process, which is a definite change in the relationship between management and the unions that represent the workers. The guests on the show were Maria Castaneda, EVP, 1199SEIU and Ramon De La Cruz, Delegate, 1199SEIU. Maria has been one of the pioneers in the labor movement on this topic and has done magnificent work at Montefiore Medical Center while she served as the Vice President of 1199SEIU. She continues to provide the same leadership through the process as Executive Vice President. Ramon De La Cruz is a delegate in the HSR department and an active participant of the labor management process in the department he has worked in since 2001. The show aired on Dec. 22nd on Bronxnet Channel 70 at 12:00 p.m. The show will air every 3rd Friday at 12:00 thereafter.

KNOW YOUR CBA

COLLECTIVE BARGAINING AGREEMENT ARTICLE XL

Local/Institution Labor Management Committees

The parties support the establishment of Local/Institution Labor/Management Committees to explore the issues surrounding the employment of 1199 Employees in those institutions. Those issues may include:

- (a) The creation of new job titles.
- (b) The creation of institution-based job groupings, job combinations and part-time/full-time jobs.

The Local Labor/Management Committees may by mutual agreement request funds or support for training and facilitation from the P&P Fund (Article XLII). We support the establishment of such committees.

CARE MANAGEMENT ORGANIZATION OPERATIONS



The CMO Operations Associate Satisfaction Workgroup began as a collaborative effort of Management and 1199 to address two issues identified from the 2006 Associate Satisfaction Survey. The group will interface the 7 Standards of Montefiore Excellence into daily activities to create a more comfortable work environment. The group members are: Danielle McKenzie, Arleen Gonzalez, Janet Beddows, Lema Doyley-Lynch, Marcella Fowlkes, Natalie Cyrus, Pablo Rivera and Co-chairs, Evelyn Garabito-Leftenant and Linda Durant. A few of the many ongoing actions the group have began are Thank You cards, Board recognition, Rounding feedback and Team Building activities involving Management and 1199. Others are, Town Hall Meeting with all staff, Luncheon, Morale Building Posters (see above), Pajama Day and Silly Attire Day. Here are a few comments from staff after Silly Attire Day:

Marcella Fowlkes: *“I knew that we all had a sense of humor lying just below the surface. I am glad that we were able to release it. It has been fun!”*

Mark McCall: *“This is very, very, very nice! To see everyone enjoying themselves and having fun, it is a pleasant break from the every day☺.”*

Donna Fedele: *“The outfits are incredible; some are downright scary...LOL!
As the Mastercard Commercial says:*

- Pizza.....\$10.50 per pie*
- Sodas.....\$1.25 per bottle*
- Cost of suspenders and goofy hat.....PRICELESS!*



Marcella Fowlkes



Pablo Rivera

PATHOLOGY- CENTRAL ACCESSIONING

HELPING HANDS APPLAUDS PATHOLOGY ASSOCIATE

Montefiore Excellence initiative has recognized an associate from the Pathology Department for his display of effective communication and overall telephone etiquette. **Nathan Revells** is a clerk on the night shift and was noticed by one of the spotters as a Helping Hand candidate. This is Mr. Revells' first time being recognized and he expressed, "It's very refreshing to see a night shift associate acknowledged." We do the best we can with minimum staffing while fighting fatigue every night. Sometimes we amaze ourselves when we get our primary job done and manage to satisfy another associate as well."





MONTEFIORE EXCELLENCE: STEPPING UP THEIR GAME

On November 30th there was a Helping Hands Celebration in honor of associates who demonstrate the 7 Standards of Montefiore Excellence. Montefiore Excellence has stepped up its game for recognizing Associates through a program called Helping Hands. The program acknowledges the positive behavior that associates put forward on behalf of patients, visitors, and fellow employees. Positive behavior would be in line with helping navigation challenged visitors, removing clutter from hallways that may cause injury and anything that improves MMC’s overall image as a caring institution.

Agents have been established called "spotters" and they observe associates performing any one of the 7 Standards of Montefiore Excellence:

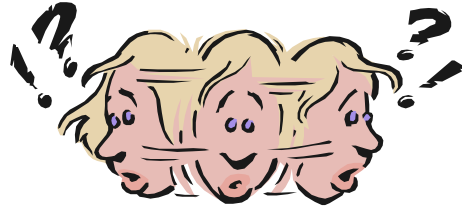
- Respect*
- Effective communication*
- Sensitivity*
- Professionalism*
- Exceeding expectations*
- Courtesy*
- Teamwork*

Upon witnessing an associate's acceptable gestures, the “spotter” will congratulate them and give them a Helping Hands card. The associate may redeem this card at food distribution areas within the MMC network for various edible items.

If an associate is recognized 5 times they will be given a Helping Hand lapel pin. If noticed 10 times they will receive a gold pin and will be commissioned to Ambassador Status for 6 months.

So, be alert when you travel throughout the MMC network for your chance to display any of the 7 Standards and be recognized for your contribution to Excellence.

ASK YOUR DELEGATE CORNER



Q. Do I have time off for pregnancy?

A. DOROTHEA WINCHESTER, PROFESSIONAL SERVICES DELEGATE

ARTICLE XIX Unpaid Leave

Employees shall be eligible for unpaid leave in accordance with the following:

1. **Maternity Leave.** Pregnant Employees will be eligible for maternity leave. Maternity leave will be granted for a period not to exceed nine (9) months or the length of physical disability, whichever is greater. However, Employees exposed to radiation who desire to take maternity leave and Employees whose pregnancy requires them to take maternity leave prior to the sixth month of pregnancy will be granted maternity leave for a period of twelve (12) months or the length of physical disability, whichever is greater. The father or mother of a legally adopted or biological child shall receive the same unpaid leave now provided to biological mothers.

Q. Do I receive pay and benefits while out for the birth of my baby?

A. YES. DOROTHEA WINCHESTER, PROFESSIONAL SERVICES DELEGATE

Disability

The Disability benefit provides a financial cushion for participants in the 1199SEIU National Benefit Fund who are temporarily unable to work as a result of non-work related accidents, injury, illness, or **pregnancy**. Participants are eligible for up to 26 weeks of short-term disability benefits based on wage, as well as **continuation of health benefits**. Eligible members must notify the Fund by filing a claim. Please call the Disability Department at (646) 473-6730 for more information.

What Ever Makes The Boat Float

Nathan Revells

If you allow yourself a little time to think.
You will notice, No one enjoys a boat that sinks.

How do we keep the boat afloat?
1st step is to reduce the luggage you tote.
You don't need this and you don't need that.

2nd step is to throw out the emotions you carry... under your hat.
Don't stifle the process give it life and let it grow.
A storm is coming fast but our boat is moving slow.
The tighter you grip... angry feelings hide behind closed lips.
You can't be angry at me,
Be angry at the sea.
A boat can't float when things are broken and torn.
A boat needs all hands on deck to weather the storm.

3rd step is to realize that the ship is going down.
Reality check is we have to be unified or else we will all drown.
Instead of us opposing each other you against me,
We can stand together and fight the sea.

Do you want to row or steer?
I don't care but lets get there!
That is the secret no sugar coat.
Only together can we make the boat float.

Can I Git A Witness ?

Nathan Revells

Surrounded by co-workers but you can't git a witness
I thought a Hostile work environment was bad for everyone's business

You know something's wrong but you can't git an investigation
Hmmm is it possible that some people have an unfair personal relation

Membership entitles you to representation all you have to do is ask
However; we are not lawyers, Representing is a volunteer task

Delegates here and there chasing cases up and down stairs
Who signed up to represent the member in this hostile work affair?

Every member that goes down the river
Intensifies my resolve to stand and deliver

I'll try to help although I need the facts of what has happened
Because an injury to one is an injury to all, Can I git an amen?

Mostly we have a 50% chance that a grievance will be won
Your data has to be flawless b4 your day in court comes

I support the member because what affects you might affect me
I've come to realize for better or worse, what will be . . . will be

So run and Git a witness then run and git the data
Timeliness is a factor so don't put it off till later

Despite our efforts we may not win and that is the bitter truth
It's a sad day for the union when you lose . . . we lose