



UNAP Local 5008

January 2021



Trish Criner, RN
Local President

Thank you everyone who came out to exercise your vote during officer elections. As my campaign simply expressed, I am focused on 3 major issues, subcontracting, wages, and job security. By now I think we all know the ramifications for having no subcontracting language. Wages clearly beg discussion, and looming corporate deals have created a desperate air of uncertainty for Kent workers. The coming year promises to become one of our most challenging yet, in terms of establishing a fair bargaining agreement.

This is a union of healthcare workers. Just as we stand at the front lines for our community we should do it for our families and one another. This is an urgent call for all members to become involved.

Soon we will be developing another contract committee from those who shared interest in the previous negotiations a few months ago (you did so by signing up at a meeting). This group is dedicated to share information and be ready to help mobilize coworkers into action. Please be alert to any new developments and be sure to review blast texts and emails.

Lifespan/CNE Near Announcement

In the very near future, we believe that Lifespan and CNE will announce the signing of a Definitive Letter. This will mean that Lifespan and CNE have reached an agreement amongst themselves and are ready to move forward to seek regulatory approval for a merged entity.

As soon as this happens, your union will immediately request negotiations over job security issues that such a merged entity will create. Continuation of all of the services we provide to the community and protection of employment for all of our members will be central to union proposals.

A merged Lifespan and CNE will face two major hurdles. One hurdle is approval by the Federal Trade Commission (FTC). If the FTC determines that the merged entity constitutes a monopoly, the deal will be blocked. The second hurdle is the approval of the Attorney General's office and the Department of Health. They have to approve any final merger.

Our union has consistently stated that a Rhode Island based nonprofit healthcare system has the potential to be a very positive development. Our union could strongly support such an entity. However, in order for the union to support the merged hospitals, there will have to be written provisions that include Kent in the new merged organization and there will have to be provisions to protect the services we provide to our community and all of our jobs. If not, the union is prepared to mount strong opposition to such a merged hospital system.

Grievances

Grievances are an important aspect of our union. They address workplace issues, they enforce the contract and they are a mechanism to ensure fairness in the workplace. Below are examples of our union at work grievances filed in the last couple of months.

Posting grievance: A grievance was filed when a manager failed to post a position on the PRG unit. The position was reposted and the correct member was awarded the job.

Floating grievances: A grievance was filed when unit based staff on 4 South were floated and travel nurses were not. Since the hiring of several travelers, staff on 4 South (Rehab) has been floating on a frequent basis. The union contests this practice is against contract language, citing that travelers are "extra staff". Contract clearly indicates that "extra staff" floats first. Disregarding the pleas of 4 South nurses and despite compliance on other units, the employer has blatantly refused to comply with contract. The grievance was advanced to arbitration.

A second floating grievance was filed for the 4 South staff. If floating on a nightly basis wasn't bad enough, one staff employee from 4 South was floated twice in one night. This grievance was quickly resolved at Step 1, as the employer "promised" to never do it again. Time will tell.

ED Distribution of Hours: An ER secretary was paid for overtime that was erroneously given to another employee. Management had not followed contract.

Continued on back

Grievances continued

Environmental OT: Two employees were compensated after being overlooked for additional time. The employer ignored seniority when awarding extra shifts.

CT Scan Department and Mandatory Overtime:

A grievance was filed to address mandatory overtime. All measures “must” be exhausted before relying on such barbaric labor practices. The union contends that in situations where mandatory OT may be a possibility, employees and management will work together to make the occurrence less stressful on the employees.

In resolution to this grievance, management has acknowledged the concerns of the CT staff and plan to utilize different strategies to either prevent or mitigate events of mandatory overtime.

Contact Information Changes

If you change your address, email or telephone number be sure to make the changes in ICare and Shift Select. If you don't make changes in both areas the employer updates to the Union are incorrect and override any data you give to the union.

Presidents Hours

I am available for meetings, conferences, or to discuss issues when not on duty. In an emergency I will absolutely respond to text messages, email or call me on my Mobile Phone # (401) 474-0154.

Please do not call the ICU directly or go to the ICU as I am on duty and won't be able to talk.

Trish

OFFICERS AND REPRESENTATIVES 2020-2021 UNAP LOCAL 5008

Trish Criner, President - ICU 474-0154 or email: tcriner@unap.org
Mary Quinn, Executive Vice President RN 487-6964
Michelle Lopez, Executive Vice President - ASC OR Tech 639-2828
Andrea Mayer, Treasurer - Cath Lab 338-2684
Gail McKenna, Secretary - ER - 996-6022

The Vice Presidents cover all disciplines (RNs, CNAs, ER Techs, Secretaries, Co-ordinated Care etc.) in the areas below:

Area 1. Vice President Nicole Jarvis 569-6249 Nights ED

ED
Dawn Martin, ER Tech - Days - 935-0830
Gail McKenna, RN - ER - 996-6022

Area 2. Vice President James Lemieux - 316-1688 Nights ICU

Progressive Care, ICU, 2 West, 2 North, Respiratory, Cardiology, Quality Assurance, Infection Control
Carey Diraimo, RN Progressive - Nights - 226-4533
Lianne Jacavone, RN Progressive - Nights - 942-1266

Cheryl St. George, PRG - Nights - 837-0476

Area 3. Vice President Janet Harris, OR 480-1894

Pre-admission, OR Main, PACU, ASC, Outpatient Surgery, Cath Lab, Endoscopy, Special Procedures/IR, Orderlies, CSR, Store Room, Anesthesia Assistants, Endo Techs and Endo Assistants
Kathy Demirjian, PAT - Days - 463-9497
Rose Desnoyers, PAT - Days - 864-4070
Joanna Detroia, PACU ASC - Days - 781-5923
Michelle Lopez, Executive Vice President, ASC Tech - Days - 639-2828
Virginia MacMillan, Spec Proc - Days - 524-3650
Maureen Mcnelis, PAT Secretary - Days - 480-7667
Jennifer Muschiano, ASC - Days - 413-4094
Erika Peltier, PACU - Days - 588 2843
Shana Peltier, CNA ASC - Days - 651-3993
Arthur Spinard, ENDO Tech - Days - 749-2999

Area 4. Vice President OPEN

Third Floor: 3 South, 3 North, Nsg Office Floats, 3 West (Women's Care) L & D, 3 North, 3 S W
Susan Michaud, CNA Float pool - Nights - 433-2492
Mary Quinn, L&D - Executive Vice President - Eves - 487-6964

Area 5. Vice President Barbara Dubois - 429-8138

5th Floor 4th Floor: 5th Floor, Rehab, 4 North, 4 West
Barbara Dubois, 5W - Vice President-Days - 429-8138
Karen Duffy, RN 4 North - Eves - 338-6370
Susan Mochrie, 4NW - Days - 477-6174
Jane Nardone, 5 W - Eves - 529-6755

Area 6. Vice President OPEN

Environmental Services, Food Services, Diagnostics, Engineering, Lab Phlebs, HME, Telephone Operator
Susan Barbour, Facilities - Days - 465-1219
Alicia Blanchette, Outreach - Days - 255-5533
Deborah Correia, EVS - Eves - 461-2668
Duarte Ed Costa, Facilities - Days - 871-0424
Emma Franco, Ultrasound - Eves - 787-7033
Rachel Fuller, Telephone Operator- Eves - 280-3659
Judith A Gravier, HME - Days - 486-5737
Lenny Heath, Facilities - Days - 615-2493
Dan Knapp, Facilities - Days - 932-8262
Amelia Lema, Outreach - Days - 450-1974 Elaine Levin, Lab - Days - 632-3886
Gail Lucas, EVS - Days - 585-4518
Luz Mollina, Lab - Eves - 572-0845
Rae-Ann Sangiovanni, Lab - Days - 996-6952
Darlene St. George, XRay - Days - 378-7592
Sheryl Tondreau, Dietary - Days - 835-5535
Doreen Walsh, HME - Days - 486-7432

Area 7. Vice President Lisa Ferry - 486-1236

TAC, Sleep Lab & Clinic, Breast Center, Wound Care, IT, Education, Outpatient Infusion,
Marianne Bond, Co. Care - Days - 294-8131
Jan Colvin, Infusion Unit - Days - 499-8307
Lisa Ferry, Vice President - OPIU - Days - 486-1236
Julienne Miner, Wound Center - Days - 864-9473
Janice McKenna Infusion Unit - Days - 474-9050

Area 8 VP at Large RN Erika Peltier PACU - 588-2843

Area 9 VP at Large Other employees Doreen Walsh, HME - Days - 486-7432

The officers and representatives listed are available to assist you if you think you may have a grievance, are called in to meet with management (investigatory meeting) or if you have questions about the union or the union contract. Contact them if you need assistance.