

SEIU Healthcare Connection

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SEIUHealthcare®
United for Quality Care

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OUR UNION MEMBERS
EMPLOYED AT UWHCA
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BARGAINING IS ABOUT TO BEGIN!

Elected Bargaining Team Members:

Ann Louise Tetreault (F6/5)
Carolyn Meyer (Peds Float Pool)
Jacqueline Pokorney (PT)
Jeanette Kelty (F6/2)
Lesli Wright-Bobholz (D4/4)
Michael Cordes (F4/6)
Sue Rogan (D4/4)

Elected Alternate Bargaining Team Members

Kris Frey (CLT)
Linda Merwin (Float Pool)

CONTRACT CORNER - MEMBER QUESTIONS

Question: I received a letter of reprimand, how long does it stay in my personnel file and record? Can I do anything about it?

Answer: Pursuant to the collective bargaining agreement, Article 5, Section 2, letters of reprimand and verbal reprimands will be removed from the employee's personnel file within 12 months if there are no other work rule violations. Disciplinary suspensions will be removed from the employee's personnel file if there are no other work rule violations. Discipline resulting from criminal violations will remain in the employee's personnel file indefinitely.

Remember, if you have been disciplined, you have a right to file a grievance to challenge the disciplinary action. Please be sure to consult with your union steward or contact the Union office for more information.

Caring for Your Family Members this H1N1 and Respiratory Illness Season

By: Micki Hill, (P5) RN, Congress Board Member

This winter season has posed a particularly challenging dilemma for some families with dependants and family members requiring care due to illness. It is not uncommon for our bargaining unit members to utilize sick leave for care of themselves, but also to care for dependents and family members.

This year is somewhat unique with our public health concerns with H1N1. Through our labor management relationships, we have had active conversations and came to the understanding as to how employees with documented H1N1 illness who must be absent are handled from an attendance standpoint. But, employees health concerns are not the only one affecting attendance depending on the employees' responsibilities, resources and situation as it relates to their ill family members.

With H1N1, schools and day cares require children to stay home for the duration of their illness until symptoms subside and have strict policies in place regarding attendance even with the most simple symptoms such as fever. Amongst adult care facilities, residents and participants can often contract a community acquired respiratory illness, sometimes necessitating hospitalization and period of convalescence. There are also those of us who are required by our employer to stay home if we acquire the illness until symptoms and the illness subsides. This can pose a challenging dilemma as to how an employee imposes their rights to utilize their sick leave.

If you anticipate that you will be out for more than 2-3 days, it is advisable that you familiarize yourself with the Federal Family and Medical Leave Act (FMLA) and the Wisconsin Family and Medical Leave Act (WFMLA). For more information and a detailed comparison of FMLA and WFMLA, please visit the following website:
http://www.dwd.state.wi.us/er/family_and_medical_leave/publication_erd_9680_p.htm