

Speak Out Now in Healthcare

A workplace newsletter for Highland and Kaiser workers

February 13th, 2024

Incident Reports: Let's Build Our Case

Against Hospital Mismanagement

We are incredibly short staffed and under resourced here at Highland Hospital. As a result, we need to make decisions moment to moment on the job that sometimes are a violation of our own safety protocols, and could even endanger our patients or ourselves. But our choices are try to save a life, or refuse to work without the necessary aids and support.

So what is the healthcare worker to do? We did not join this profession to abandon patients on the gurney. We work here because we want to provide the best possible healthcare to each and every person that walks through our hospital doors.

Some nurses have taken to writing up Midas reports or ADOs (assignment despite objection). It may seem like a small act, but every single time you are working without the necessary supplies or the correct number of staffing to ensure safe patient care, write it up! These reports document that you provided care without the necessary staffing or resources. This way, if something were to happen to your patient, you will not be blamed, but the hospital will be.

Management doesn't like these reports as they pile up higher and higher on their desks! The more incident reports we write, the more pressure it puts on management to **STAFF UP NOW!** Provide us the **RESOURCES** so we can offer the **BEST POSSIBLE HEALTHCARE NOW!**

The Season of Vacation Denials

Our schedules are coming out for the next year, which means we are finding out which dates we've been approved (or denied) for. For some of our requests, we've been approved for all days except for a Friday in the middle. This effectively makes our entire request useless if we want to travel out of town. For other requests, management has made up bogus reasons for why we can't take certain days off.

The real reason we can't take the breaks we deserve (and use the PTO we've legally accrued) is because we operate on such a tight skeleton crew. If we had the personnel we really needed every day, we'd be staffed well enough for people to take their full breaks. Plus, if we were not so overworked, we may not feel we needed to randomly call off because of exhaustion and illness, but could better stick to our scheduled vacations. What a thought!

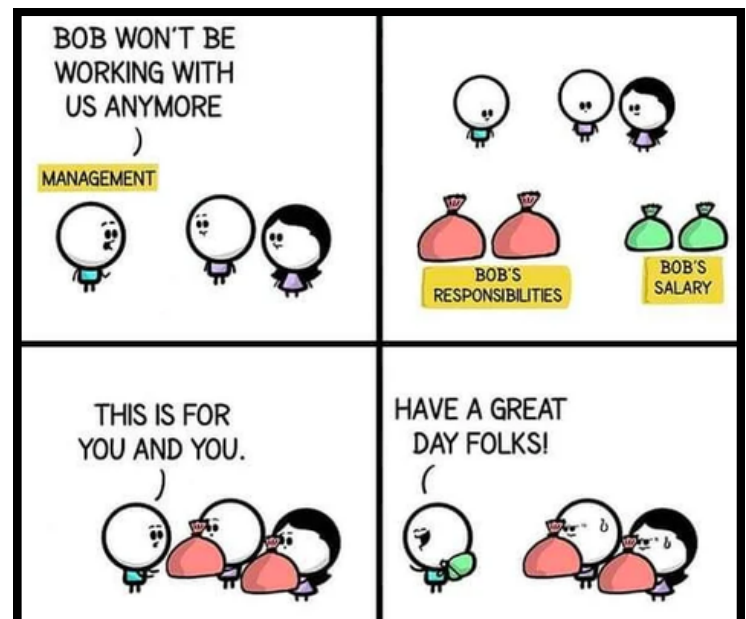
The Tale of Travel Nurses

It's possible that you or your colleagues are travel nurses. Bay Area hospitals attract numerous travelers from all corners of the country.

Nurses in California often find themselves struggling to make ends meet due to the high cost of living, which isn't adequately compensated by their wages. However, many discover that working in California, even for inadequate pay and unpaid travel expenses, can yield better pay compared to their home states.

Unfortunately, bosses often take advantage of this situation. For instance, they may refuse to assist with transportation costs, fail to provide any paid time off, or neglect union protections. Additionally, management will sometimes deny part-time travelers the schedules they request, seemingly just to assert control. This means that even nurses who got a traveler job to maximize their work hours might not receive enough double shifts or adequate working hours.

Every worker, including travel nurses, should have the autonomy to choose their preferred work style. However, this situation also prompts the question: why are nurses consistently underpaid, not just in California but across the country?



SPEAK OUT NOW TOWNHALL
EXPOSING THE LIES OF ISRAEL'S WAR MACHINE
Saturday Feb 24th @ 4pm



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