July 11, 2023

Revamping Old Tech - Dream or Nightmare?

Old computers, antique software - there is much technology at Highland Hospital that is really outdated, and there is much that could be updated and replaced to make our work more efficient. The problem is when management decides to update programs and tools, "efficient" is hardly the word that comes to mind.

What we want, and what would be most helpful for our work, is hardly taken into account. In fact it seems that, on some days, all of a sudden, they realize that a change needs to occur and it is us who has to adapt to these changes ASAP. If you are lucky you get an e-learning module to learn the new technology, but we all know this is barely enough.

The bottom line: new technology is great, but if we want it to make a difference and not be an added burden, we need management to offer effective training on these tools. And we need to be involved in the decision making process on what kinds of technology changes would work best for us and our patients. After, it is us who do the work!

Schedule Fit for Robots

Highland and Kaiser have a lot of things in common - one of them being weird scheduling. You may work two days one week, then three the next. Or every other day one week, but three days in a row the next. It's a job just to keep track of your schedule!

This can make it hard to plan life events, because it can feel nearly impossible to know what days you'll be working in a few months. And how are you supposed to get consistent childcare when your schedule changes weekly and many caregivers do not want to be subjected to that kind of variability? It's clear that managers care more about "plugging" workers into tight, "efficient" schedules than they do about creating positions that actually allow us to live stable, predictable lives. We are not machines!

Short Staffing Petition at Highland

At Highland, workers are once again standing up to improve work conditions, which in turn supports our patients. Highland has been in a understaffing crisis, and we're not taking it any more! We need breaks, consistency on our floors, and reasonable patient loads.

Short staffing is taxing us, but it also endangers Highland patients. The short staffing petition is circulating across all departments at Highland because numerous departments are experiencing understaffing.

Healthcare workers are suffering following the traumatic experiences working through COVID-19, and with the short staffing crisis workers are being pushed to their limit. At Highland, we are coming together once again to improve staffing, retain workers, and keep the hospital safe. Of course, we deserve compensation for working extra hours. But in the end, one has to wonder what's more important - money or time? Payment is not a long-term solution to the underemployment crisis. The first priority is to fill the vacant positions. Highland needs to staff up now!

Don't miss the Speak Out Now Summer BBQ

In San Leandro Marina
Tickets $5 (kids under 10 free)

SAVE THE DATE Sunday, September 24 12-4PM

GOOD FOOD!
Discussions on Politics
Kid's Area with Games
Sports, Art, Books, and more

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Post one in the breakroom