

Latest from Labor Management

Representatives from our Union meet with management every Month to discuss concerns that members have addressed that are not grievable. Meetings are the 4th Tuesday of the month at 2pm. If you have something you want discussed at Labor Management please talk with Kraig Kahl, a Union steward or Crystal at your Union office.

Schedule Postings in Assisted Living at Prairie Ridge

It was brought up that the schedule is no longer physically posted in the Assisted Living units at Prairie Ridge and there is only one computer where you can access the schedule, but you cannot email from that computer. Debbie Pitch will be following up with IT to get email capabilities on that computer. Management is also looking into how many computers there are to staff in each area to make sure it is a feasible amount for usage. If you feel there are not enough computers to access the schedule online please speak with a Union steward.

Management says the schedule is emailed out each week. Please let your manager or Union steward know if you are not receiving the schedule via email.

Cross Trained Staff

If you are cross trained in both skilled nursing and assisted living management may ask you to work in skilled nursing instead of assisted living for your shift. Please keep track of how often this is occurring and that management is following protocols if there is more than one crossed trained staff available.

Staffing

We know everyone feels short staffed. Management says they take both census and acuity into account when assessing staffing needs. Generally skilled nursing areas are staffed with 1 CNA to 5 residents during the day shift and slight changes for PM shift and NOC shift.

Staggered Scheduling

University Woods Memory Care department started a staggered shift schedule recently. From what we hear, this is going fairly well to help communicate resident needs between shifts. Due to the success of this program, the Prairie Ridge campus will be looking at starting a program in the coming months. Stay posted for more information! If you have concerns, speak with a Union steward so we can work to address them.

Sent home from your shift?

Make sure management is following contract language if staff is being sent home. The contractual protocol is to send home staff in the following order:

1. Outside Agency
2. Staff members working on the shift to be reduced where that shift is overtime AND not a regularly scheduled shift
3. Staff member volunteers by seniority rotation
4. Temporary Staff members
5. Per-Diems and On-Call Staff members
6. Full, Part-time, and Regular Part-time Staff members

Senior Staff members may have to change shifts or positions if qualified, during such temporary reduction of hours.

Union Stewards at University Woods

Courteney Gale
Kraig Kahl
Debbie Keo
Bruce Magli
Dan Meyer
Arschelle Thompson
Jeff Urschlitz
Jonathan Yackley

Union Stewards at Prairie Ridge

Jennifer Bose
Tamiko Jones
Kassy Nelson

Staff Representative

Crystal Martzall
608-277-1199 x18

Please contact a Union steward if you are disciplined or have a concern about your working conditions.

If you are interested in serving as a Union Steward, contact Crystal.