

BEVERLY NURSES

Protecting our patients, our profession, our family

What Are They Hiding?

UNAC/UHCP sent Beverly Hospital a certified letter on July 29 (see letter on flip side) asking for timecard information for 2009, 2010 and 2011.

We asked for RNs' start times, stop times and meal periods.

We did this in order to investigate concerns from RNs going back years about missed meals and breaks.

By law you're entitled to one hour's pay for each meal you've missed.

Management's response to our request?

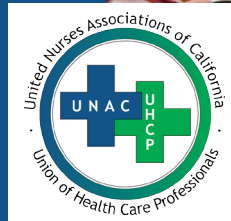
They offered us only *One Month's* records. The most recent month.

What are they hiding?

What are You Owed?

For example, say you make \$30 an hour. If you've been at Beverly Hospital for only two years and you've missed only one meal break per month, you could be owed \$720 (\$30 x 24).

Multiply your own hourly rate by how many meal breaks you think you've missed to see what you could be owed.



Next Negotiations

September 23, 9 AM

Rosemead Doubletree

Across from Montebello Mall

Take Action

Contract Action Team

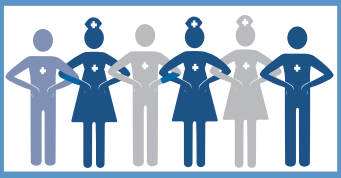
Meets Tuesdays

8 AM & 8 PM

Call Thor at 909-784-9739

for more information

Come to Negotiations and Ask



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To investigate possible wage and hour violations from missed meals and breaks at Beverly Hospital we submitted this letter to management requesting timecard information for the last three years.



UNAC/UHCP

United Nurses Associations of California/Union of Health Care Professionals
UNAC/UHCP is affiliated with NUHHCE, AFSCME and the AEL-CIO

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Via Certified Mail
July 29, 2011

John Barnes
Human Resource Director
Beverly Community Hospital
309 West Beverly Blvd.
Montebello, CA 90640

Dear John:

It has come to the Union's attention that there may be potential wage and hour violations regarding missed meals and break periods.

In an effort to investigate and resolve any potential issues, the Union is requesting the following information:

1. For calendar year 2009, 2010 and 2011 API Telephone System time card records for each bargaining unit RN that indicates:
 - a. Shift start time
 - b. Shift end time
 - c. Meal break times

The Union is requesting copies of the actual time cards or computerize recording keeping of the time cards. Since the meal breaks are unpaid, the records provided should contain the actual time clocked out and clocked in for meal breaks.

2. Please provide copies of any meal waivers that exist for current bargaining unit employees.
- Please provide this information no later than August 12, 2011. If you have any questions, feel free to contact me.

Sincerely,

Moises Alarcon, RN
UNAC/UHCP Staff Representative

MA: jw

Cc: UNAC/UHCP RN Bargaining Team

Management's response? They offered us **one month's** worth of data instead. **What are they hiding?** See the other side for more information.