Union Meets w/ DHHS Administration

Makes Progress on Many Important Issues!

On September 28, DHHS Division of State Operated Healthcare Facilities Director Dale Armstrong, along with other key administrators met with UE150 Union DHHS Council leaders. This was the 4th meeting since election of Gov. Cooper.

(Pictured above) Participating from UE150 was: (Left-Right) Joyce Hamilton (Cherry), Tonyetta Williams (Cherry), DHHS Council chair Darrion Smith (CRH), Pierre Sirios (CRH), Kevin Yancey (Murdoch), Jackie Johnson (CRH), Bonita Johnson (Murdoch), Regina Washington (Caswell), and UE150 Caswell President Peggy Briggins-Price.

Time and Attendance Policy

We have been in a fight for a year and a half since DHHS imposed a new, more harsh Time and Attendance policy in January 2016. Our members launched the ***"Sick and Tired of Being Sick and Tired"*** campaign. We had been circulating petitions through facilities across the state. In our March 2017 Meet and Confer with DHHS, we delivered our written proposals for policy changes. They now came back with a new policy that has many improvements!

Some (not all!) changes we won include:

1. 3 minute window extended to 5 minutes to allow workers coming into work to not be counted tardy.
2. Added an additional occurrence for tardies and absences before discipline is administered. Previous policy gave written warning at 5 occurrences, escalating to termination at 8 occurrences. The new policy issues warning at 6 and termination at 9th occurrence.
3. A big issue has been workers being forced to make up their weekends when they are sick or out on FMLA. The new policy provides important exceptions that excuses workers from making up weekends. Unfortunately, it still included Intermittent FMLA as requiring weekends to be made up. Workers argued strongly against this in the meeting.

Access to State Facilities for Union Activities

In these meetings we also won clarification from DHHS that UE150 qualifies for Gov. Cooper Executive Order 5 which grants us ability to meet inside state facilities twice a year!

Butner Water Quality, : Health & Safety

We delivered a handful of sample petitions to Armstrong that included our demands. We also presented copies of the Public Records FOIA letters that we got showing SGWASA repeated violations over the last 3 years.

- Armstrong responded that he had no authority to address this issue, that we had to appeal to the Department of Public Health – treating this issue as a public health issue, rather than an issue inside his facilities!

We also presented demands around the following issues:

- Restoring the right to grieve written warnings and performance evaluations

State took away this right 3 years ago and UE150 fighting to have it restored.

- Severe understaffing in all facilities

- Employee Injuries

We MUST KEEP ORGANIZING to demand these changes. Join the Union Today!