

**UNITED NURSES ASSOCIATIONS OF CALIFORNIA, NUHCE, AFSCME, AFL-CIO
GRIEVANCE STATEMENT AND RECORD**

AFFILIATE NAME SFRNA		
AFFIL. NO.	YEAR	NUMBER
31- 22	2023	SM19-23

COMPLETE ALL SECTIONS, TYPE OR PRINT, VERIFY ALL DATA, FILE TIMELY; OBSERVE TIME LIMITS.



NAME Arlene Nielsen	CLASSIFICATION RN	HIRE DATE 09/2016
REFERENCE: ARTICLE(S) All LMA, 2,6,9,10	PARAGRAPH(S) All LMA, 202, 601-604,906,1001-1045	DATE FILED 12/30/23
ASSOCIATION GRIEVANCE <input type="checkbox"/> (CHECK BOX)	KEY DATE 12/26/23 ^{MO.}	DAY YEAR

STATEMENT OF GRIEVANCE:

1. Unfair termination without cause
2. Failure to use just cause
3. Failure to conduct an objective, fair and unbiased investigation, misrepresentation of facts. Refusal to obtain an outside, independent investigation despite the investigation having been completed and conclusions reached prior to Ms. Niensens notice and start of an investigation.
4. Unfair unpaid suspension.
5. Failure to use progressive discipline.
6. Termination for engaging in protected concerted activities
7. Retaliation for engaging in protected concerted activities and for disclosing facts about the continued chronic and unsafe staffing issues.
9. Targeting a Union member engaged in concerted protected activities to intimidate SFRNA Union members, create a hostile and fearful environment, and discourage members from engaging in protected actiities.
10. Failure of Prime Healthcare Corporate employees to behave professionally and uphold Prime Healthcares standards of conduct. Prime Healthcares Corporate employees engaged in unwarrented escalation of hostile behavior towards Prime-SFMC employees and took video and pictures of Prime-SFMC empployees.
11. Failure by SFMC HR and Prime Healthcare Corporate to fully and honestly disclose all facts, refusal by the SFMC HR Director and Manager to respond to clarifying questions.

Filed at the second step/Electronically filed on 12/30/23

REMEDY SOUGHT:
To make whole, removal of termination, immediate reinstatement to 7th floor, night shift (the job classification and shift at the time of seperation), reimbursement of all lost wages including wages lost during the unpaid suspension with shift differentials. Reimbursement of all lost benefits including but not limited to PTO accrual, wage increases, 401K matching, all holiday pay including the additional 8 hours of holiday compensation, restoration of all seniority and all rights associated with seniority.

GRIEVANT SIGNATURE <i>SM</i> Arlene Nielsen RN/S.Marques RN	ASSOCIATION REP. SIGNATURE <i>Sandra D Marques</i> S.Marques RN, UNAC/UHCP Staff Representative
UNIT 7th	SHIFT <input type="checkbox"/> DAY <input type="checkbox"/> PM <input checked="" type="checkbox"/> NOC
	HOME PHONE (WORK PHONE) 909-344-0921

STEP ONE **DATE PRESENTED:** _____ **TO (SUPERVISOR)** sandi.marques@unacuhcp.org

ORAL WRITTEN RESPONSE BY EMPLOYER:

ACCEPTED APPEALED BY REP.

STEP TWO **DATE APPEALED:** _____ **TO (SUPERVISOR)**

RESPONSE BY EMPLOYER:

ACCEPTED APPEALED BY REP.

STEP THREE **DATE APPEALED:** _____ **TO (SUPERVISOR)**

RESPONSE BY EMPLOYER:

ACCEPTED APPEALED BY UNAC/UHCP REP.

ARBITRATION **DATE APPEALED:** _____ **TO (ADMINISTRATOR)**

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UNITED NURSES ASSOCIATIONS OF CALIFORNIA, NUHHC, AFSCME, AFL-CIO
GRIEVANCE STATEMENT AND RECORD

AFFILIATE NAME		
SFRNA		
AFFIL. NO.	YEAR	NUMBER
31- 22	2023	SM15-23

COMPLETE ALL SECTIONS, TYPE OR PRINT, VERIFY ALL DATA, FILE TIMELY; OBSERVE TIME LIMITS.

NAME Scott Byington	CLASSIFICATION RN	HIRE DATE 3/1995
REFERENCE: ARTICLE(S) All LMA, 2, 6,9,10	PARAGRAPH(S) All LMA,202, 601-604, 906, 1001-1045	DATE FILED 12/27/23
ASSOCIATION GRIEVANCE <input type="checkbox"/> (CHECK BOX)	KEY DATE 12/20/23	

STATEMENT OF GRIEVANCE:

1. Unfair termination without cause
2. Inappropriate termination during approved vacation, knowing Mr. Byington was out of state, via telephone
3. Termination for engaging in protected activities
4. Retaliation for engaging in protected activities and revealing/disclosing the continued, chronic unsafe staffing
5. Harrassment for engaging in protected concerted activities and revealing/disclosing the continued, chronic unsafe staffing.
6. Targeting a Union Officer to intimidate the other Union officers and SFRNA Union members
7. Failure of Prime Healthcare Corporate employees to behave professionally and uphold the standards of conduct. Prime Healthcare employees engaged in unwarranted escalation of hostile behavior towards Prime-SFMC employees.
8. Failure by SFMC HR and Prime Healthcare Corporate to fully and honestly disclose all facts, refusal by the HR Director and Manager to respond to clarifying questions.
9. Failure to use progressive discipline
10. Unfair unpaid suspension
11. Failure to conduct an objective, fair, and unbiased investigation
12. Failure to use just cause

Electronically filed 12/27/23
** submitted @ 2nd step*

REMEDY SOUGHT:
 To make whole, immediate reinstatement to MCCN (his job classification and shift at the time of seperation), removal of the termination to all records, reimbursement of all lost differentials including but not limited to shift differentials, reimbursement of all lost benefits including but not limited to PTO accural, wage increases, 401K matching, and all holiday pay including the additional 8 hours of holiday compensation, restoring of seniority and all rights associated with seniority.

GRIEVANT SIGNATURE <i>SM</i> Scott Byington RN/S. Maruques RN	ASSOCIATION REP. SIGNATURE <i>Sandra D. Marques</i> S. Marques RN, UNAC/UHCP Staff Representative
UNIT MCCN	SHIFT <input type="checkbox"/> DAY <input type="checkbox"/> PM <input checked="" type="checkbox"/> NOC
	HOME PHONE / WORK PHONE 909-344-0921

STEP ONE DATE PRESENTED: _____ TO (SUPERVISOR) **Sandi.marques@unacuhcp.org**

ORAL WRITTEN RESPONSE BY EMPLOYER:

ACCEPTED APPEALED BY REP.

STEP TWO DATE APPEALED: _____ TO (SUPERVISOR)

RESPONSE BY EMPLOYER:

ACCEPTED APPEALED BY REP.

STEP THREE DATE APPEALED: _____ TO (SUPERVISOR)

RESPONSE BY EMPLOYER:

ACCEPTED APPEALED BY UNAC/UHCP REP.

ARBITRATION DATE APPEALED: _____ TO (ADMINISTRATOR)

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**UNITED NURSES ASSOCIATIONS OF CALIFORNIA, NUHHCE, AFSCME, AFL-CIO
GRIEVANCE STATEMENT AND RECORD**

AFFILIATE NAME SFRNA		
AFFIL. NO. 31- 22	YEAR 2023	NUMBER SM16-23

COMPLETE ALL SECTIONS, TYPE OR PRINT, VERIFY ALL DATA, FILE TIMELY; OBSERVE TIME LIMITS.

NAME James Blankenship	CLASSIFICATION RN	HIRE DATE 11/2003
REFERENCE: ARTICLE(S) All LMA, 2, 6, 9, 10	PARAGRAPH(S) All LMA, 202, 601-604,906, 1001-1045	DATE FILED 12/28/23
ASSOCIATION GRIEVANCE <input type="checkbox"/> (CHECK BOX)	KEY DATE 12/20/23	NO. DAY YEAR

STATEMENT OF GRIEVANCE:

1. Unfair termination without cause
2. Termination for engaging in protected concerted activities
3. Retaliation for engaging in protected activities and for disclosing facts about the continued chronic unsafe staffing issues
4. Harrassment for engaging in protected concerted activities and revealaing the continued, chronic unsafe staffing issues.
5. Targeting a Union activist to intimidate SFRNA Union members, create a hostile environment, and discourage members from engaging in protected activities.
6. Failure of Prime Healthcare Corporate employees to behave professionally and uphold Prime Healthcares standards of conduct. Prime Healthcare employees engaged in unwarranted escalation of hostile behavior towards Prime-SFMC employees.
7. Failure by SFMC HR and Prime Healthcare Corporate to fully and honesly disclose all facts, refusal by the HR director and Manager to respond to clarifying questions.
8. Failure to use progressive discipline
9. Unfair unpaid suspension
10. Failure to conduct an objective, fair, and unbiased investigation and misrepresentation of facts
11. Failure to use just cause

Filed at 2nd Step
Filed Electronically on 12/28

REMEDY SOUGHT:
To make whole, reimbursement of all lost wages including all wages during the unpaid suspension, immediate reinstatement to 7th floor night shift and relief charge nurse (his job classification and shift at the time of seperation), reimbursement of all lost benefits including but not limited to PTO accrual, wage increases, 401K matching, all holiday pay including the additional 8 hours of holiday compensation, restoring of all senirotiy and all rights associated with seniority.

GRIEVANT SIGNATURE <i>SM</i> James Blankenship RN/S.Marques RN	ASSOCIATION REP. SIGNATURE <i>Sandra D. Marques</i> S.Marques RN, UNAC/UHCP Staff Representative
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UNIT 7th floor	SHIFT <input type="checkbox"/> DAY <input type="checkbox"/> PM <input checked="" type="checkbox"/> NOC	HOME PHONE () WORK PHONE () 909-344-0921
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STEP ONE **DATE PRESENTED:** _____ **TO (SUPERVISOR)** sandi.marques@unacuhcp.org

ORAL WRITTEN RESPONSE BY EMPLOYER:

ACCEPTED APPEALED BY REP.

STEP TWO **DATE APPEALED:** _____ **TO (SUPERVISOR)**

RESPONSE BY EMPLOYER:

ACCEPTED APPEALED BY REP.

STEP THREE **DATE APPEALED:** _____ **TO (SUPERVISOR)**

RESPONSE BY EMPLOYER:

ACCEPTED APPEALED BY UNAC/UHCP REP.

ARBITRATION **DATE APPEALED:** _____ **TO (ADMINISTRATOR)**

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UNITED NURSES ASSOCIATIONS OF CALIFORNIA, NUHCE, AFSCME, AFL-CIO
GRIEVANCE STATEMENT AND RECORD

AFFILIATE NAME SFRNA		
AFFIL. NO.	YEAR	NUMBER
31-22	2023	SM18-23

COMPLETE ALL SECTIONS, TYPE OR PRINT, VERIFY ALL DATA, FILE TIMELY; OBSERVE TIME LIMITS.

NAME Maricela Garay-Barajas	CLASSIFICATION RN	HIRE DATE 09/2003
REFERENCE: ARTICLE(S) All LMA, 2,6,9,10	PARAGRAPH(S) All LMA, 202, 601-604, 906, 1001-1045	DATE FILED 12/29/23
ASSOCIATION GRIEVANCE <input type="checkbox"/> (CHECK BOX)	KEY DATE 12/26/23	MO. DAY YEAR

STATEMENT OF GRIEVANCE:

1. Unfair termination without cause
2. Termination for engaging in protected concerted activities
3. Retaliation for engaging in protected activities and for disclosing facts about the continued chronic and unsafe staffing issues.
4. Harrassment for engaging in protected concerted activities and revealing the continued, chronic, and unsafe staffing issues.
5. Targeting a Union activist to intimidate SFRNA Union members, create a hostile environment, and discourage members from engaging in protected activities.
6. Failure of Prime Healthcare Corporate employees to behave professionally and uphold Prime Healthcare standards of conduct. Prime Healthcare employees engaged in unwarranted escalation of hostile behavior towards Prime-SFMC employees.
7. Failure by SFMC HR and Prime Healthcare Corporate to fully and honesly disclose all facts, refusal by the HR director and Manager to respond to clarifying questions.
8. Failure to use progressive discipline.
9. Unfair unpaid suspension.
10. Failure to conduct an objective, fair, and unbiased investigation, misrepresentation of facts. Refusal to obtain an outside, independent investigation despite the investigation having been completed and conclusions reached prior to Ms. Garay-Barajas being investigated.
11. Failure to use just cause

Filed at the Second Step/Electronically Filed 12/29/23

REMEDY SOUGHT:
 To make whole, reimbursement of all lost wages including wages during the unpaid suspension, immediate reinstatement to 7th floor- the job classification and shift at the time of seperation. Reimbursement of all lost benefits including but not limited to PTO accrual, wage increases, 401K matching, all holiday pay including the additional 8 hours of holiday compensation, restoration of all seniority and all rights associated with seniority

GRIEVANT SIGNATURE <i>SM</i> Maricela Garay-Barajas RN/S.Marques RN	ASSOCIATION REP. SIGNATURE <i>Sandra D. Marques</i> S.Marques RN, UNAC/UHCP Staff Representative
UNIT 7th	SHIFT <input checked="" type="checkbox"/> DAY <input type="checkbox"/> PM <input type="checkbox"/> NOC
	HOME PHONE (WORK PHONE) 909-344-091

STEP ONE **DATE PRESENTED:** _____ **TO (SUPERVISOR)** sandi.marques@unacuhcp.org

ORAL WRITTEN RESPONSE BY EMPLOYER:

ACCEPTED APPEALED BY REP.

STEP TWO **DATE APPEALED:** _____ **TO (SUPERVISOR)**

RESPONSE BY EMPLOYER:

ACCEPTED APPEALED BY REP.

STEP THREE **DATE APPEALED:** _____ **TO (SUPERVISOR)**

RESPONSE BY EMPLOYER:

ACCEPTED APPEALED BY UNAC/UHCP REP.

ARBITRATION **DATE APPEALED:** _____ **TO (ADMINISTRATOR)**

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**UNITED NURSES ASSOCIATIONS OF CALIFORNIA, NUHCE, AFSCME, AFL-CIO
GRIEVANCE STATEMENT AND RECORD**

AFFILIATE NAME		
SFRNA		
AFFIL. NO.	YEAR	NUMBER
31-22	2023	SM17-23

COMPLETE ALL SECTIONS, TYPE OR PRINT, VERIFY ALL DATA, FILE TIMELY; OBSERVE TIME LIMITS.

NAME	CLASSIFICATION	HIRE DATE
REFERENCE: ARTICLE(S) All LMA, 2,6,9	PARAGRAPH(S) All LMA, 202-215, 601-604, 906	DATE FILED 12/28/23
ASSOCIATION GRIEVANCE <input checked="" type="checkbox"/> (CHECK BOX)	KEY DATE	12/20/23 MO DAY YEAR

STATEMENT OF GRIEVANCE:

1. Unreasonable denial of access to SFMC for Karina Leon, UNAC/UHCP Member Engagement Liason
2. Unfair, arbitrary, and biased revocation of access rights to SFMC based on false allegations for Kaina Leon, UNAC/UHCP Member Engagement Liason
3. Failure to conduct an objective, fair and unbiased investigation and misrepresentation of facts
4. Failure by SFMC HR and Prime Healthcare Corporate to fully and honesly discplose all facts
5. Falsification of facts in the 12/20/23 document served to UNAC/UHCP that indicated that Ms. Karina Leon was interviewed and had the opportunity to respond to the allegations
6. Failure of Prime-SFMC HR Director and Manager and Prime Healthcare Corporate to conduct themselves in compliance with the standards of conduct and to perform their duties honesly at all steps of the investigation.
7. Retaliation by Prime-SFMC and Prime Healthcare Corporate for protected activities
8. Targeting a Union activist to intimidate the SFRNA Officers, SFRNA membership, SEIU membership, and the community and public at large from supporting UNAC/UHCP-SFRNA and from engaging in protected activities
9. Creating a hostile environment within SFMC to intimidate the SFRNA Officers, SFRNA membership, and SEIU membership to discourage employees and the public from engaging in protected activities both within SFMC, at Prime Corporate, and within the communitas at large.

Filed at Step 2/Electronically filed on 12/28/23

REMEDY SOUGHT:

To make whole, immediate removal of the revokation of access for Karina Leon, UNAC/UHCP Member Engagement Liason, removal of all false allegations, written appology to Ms. Leon, immediate cessation of all retaliation, targeting, and creation of hostile environments and interference with the Unions, Union members, and publics right to engage in protected activities

GRIEVANT SIGNATURE	ASSOCIATION REP. SIGNATURE <i>Sandra D. Marques</i> S. Marques RN, UNAC/UHCP Staff Representative
UNIT	SHIFT <input type="checkbox"/> DAY <input type="checkbox"/> PM <input type="checkbox"/> NOC HOME PHONE () WORK PHONE (909-344-0921)

STEP ONE DATE PRESENTED: TO (SUPERVISOR) sandi.marques@unacuhcp.org

ORAL WRITTEN RESPONSE BY EMPLOYER:

ACCEPTED APPEALED BY REP.

STEP TWO DATE APPEALED: TO (SUPERVISOR)

RESPONSE BY EMPLOYER:

ACCEPTED APPEALED BY REP.

STEP THREE DATE APPEALED: TO (SUPERVISOR)

RESPONSE BY EMPLOYER:

ACCEPTED APPEALED BY UNAC/UHCP REP.

ARBITRATION DATE APPEALED: TO (ADMINISTRATOR)

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