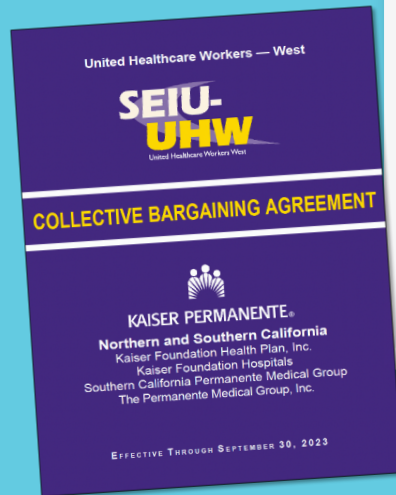


SEIU-UHW doesn't like when managers help employees...

In its contracts, the union has negotiated language that prohibits managers from pitching in when employees (and patients) need additional support.



123 SECTION 4 - BONA FIDE SUPERVISORY EMPLOYEES

124 A. Authority of Bona Fide Supervisors.

The Employer recognizes the fact that only bona fide supervisory Employees have the authority to hire, promote, discipline, discharge, or otherwise effect changes in the status of Employees or effectively recommend such actions, and it is not the Employer's policy to establish jobs or job titles for the purpose of excluding such Employees from the unit(s). **Bona fide supervisors will not perform duties performed by Employees falling within the scope of this Agreement except for training, emergencies requiring immediate action, or under circumstances that are beyond the control of the Employer.**

SHARP

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If staffing is such a big concern in healthcare, why does SEIU-UHW negotiate language that prevents supervisors and managers from helping employees? Is the union more focused on collecting dues than patient care?



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