

Health Professionals and Allied Employees

AFT
AFL-CIO

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July 25, 2017

VIA ELECTRONIC MAIL

John O'Dea
Director of Labor Relations
Englewood Hospital and Medical Center
350 Engle Street
Englewood, NJ 07631



HPAE

Dear Mr. O'Dea:

Today, our members received the following communication from EHMC management that will have a significant impact on the terms and conditions of employment of our members:

From: EHMC Broadcast Notifications
Sent: Tuesday, July 25, 2017 10:03 AM
Subject: Beginning Tomorrow -- Employee Parking Restrictions in Glenwood Garage

The Glenwood Garage will soon undergo important repair work. As part of this project, 125 parking spaces will be closed. To accommodate patients and visitors, ***no employee parking will be permitted in the Glenwood Garage beginning Wednesday, July 26, 2017, between 7 a.m. and 3 p.m., Monday – Friday.***

Employee Parking Options:

- Employee Garage near the North Annex
- Englewood Field Club across from the medical center on Engle Street
- Board of Education parking lot on Pindle Avenue (through Labor Day only). Go west on Hamilton Ave, across the tracks, and turn right.

Security will be posted at the entrances to the Glenwood Garage to help ensure that the limited spots are reserved for patients and visitors and to redirect employees to alternate spots.

This work is expected to last about 10 weeks. Thank you for your cooperation during this important project. Please contact Security with any questions.



Unless these repairs are due to an emergency, we are extremely dismayed that the employer gave less than 24 hours notice to our members – many of whom are not scheduled to work today and will arrive for work tomorrow to find that this has been implemented without their knowledge. This is in addition to the employer's illegal implementation of a change in the terms and conditions of employment without providing the Union notice and an opportunity to bargain.

The Union hereby demands to bargain such changes and further demands that the employer immediately cease and desist from implementing this change for our members until we have an opportunity to complete such bargaining. We believe that this sudden change will have an adverse impact on our members, including, but not limited to their ability to arrive for work on time, add to their commute time without payment for such time, and will be a risk to their safety.

In order to participate in such bargaining, please provide the following information that is necessary and relevant to these negotiations:

- 1) The plans for such repair work, including, but not limited to, the date the need for such repairs was identified, a copy of the contract with the vendor doing such work (particularly the timeframes for work and the scope of such project and the date such was executed);
- 2) If these are emergency repairs, an explanation of the emergency, the time the emergency condition was discovered, and the time the plan for these repairs and the need to close 125 parking spaces was made;
- 3) Plans to assure the safe pedestrian crossing of Engle Street from the Field Club and Dean Street from the Board of Education lot for our members;
- 4) Plans to accommodate the late arrival of employees due to this change without creating mandatory overtime for those employees waiting to be relieved;
- 5) Explanation of the ban of employee parking “between 7 a.m. and 3 p.m., Monday – Friday”—eg.
 - a. Does it apply to night shift employees who arrive outside those hours but don't leave until after 7:15 AM?
 - b. How does it apply to employees arriving at 2:30/2:45 PM for the evening shift?
 - c. Will it apply to an employee who is not scheduled for duty but coming to the Medical Center for Medical Care?
- 6) The “Updated” email sent out at 1:31 PM today indicates:
“Shuttle van: EHMC shuttle vans will run on a loop between Pindle Ave, parking lot and the hospital, 6-10 a.m. and 2-5 p.m. Outside these hours, please call Security for a ride, x3225.”
With regards to such shuttle, what is the estimated wait time (especially

during shift change), the capacity of each shuttle, and the travel time from the Pindle Ave lot to the hospital?

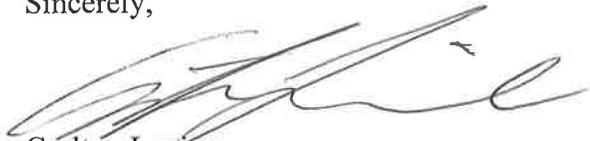
During the hours that the shuttle is not running, what is the estimated wait time for a ride?

- 7) The "updated" memo further states, "No shuttle van service will be provided from the Englewood Field Club, but a security officer will be on site and at the crosswalk to guide traffic."
Are the security officers authorized to direct traffic by the Englewood Police?
Are these security officers going to be stationed there 24 hours a day as we have members coming and going 24 hours a day?
- 8) How many additional security officers have been scheduled to provide for the safety of our members and their personal property that are suddenly being required to be parked off campus?

This request is made without prejudice to the union's right to file subsequent requests. Due to the time sensitive nature of this matter, please provide the information as soon as each part is available and all of the material no later than July 28, 2017. If any part of this letter is denied or if any material is unavailable, please provide the remaining items as soon as possible, which the union will accept without prejudice to its position that it is entitled to all documents and information called for in the request.

If you believe that any of the material requested is unavailable, please contact me immediately. Please provide us with proposed dates and times for discussions on this matter following production of the requested information.

Sincerely,



Carlton Levine
Staff Representative

cc: Patricia Wilson, Senior Vice-President of Human Resources
Local 5004 Executive Board