

# CAPT issues 'Red Tag' on

## California Medical Facility



CAPT's Board of Directors – which includes chapter presidents from throughout our state facilities – has voted to warn potential employees away from California Medical Facility with a formal “red-tag” sanction. A red-tag sanction warns potential employees about the facility's egregious labor practices and working conditions.

Local CAPT representatives have filed dozens of grievances, citing clear violations of the overtime provisions in our contract. CMF agreed and granted our grievances at the local level but then failed to take any corrective action to stop the violations. It has become apparent that CMF has acted disingenuously, has no real intention in honoring our overtime provisions, and is only interested in placating Psych Techs to avoid elevated grievances.

Additionally, CAPT was notified last year that the Medical Technical Assistant classification was to be eliminated at CMF, which impacted approximately 60 positions. CAPT met three times with CCHCS/CMF management to discuss what the plan was to cover the MTA duties. To date, CMF has made no plan despite our grave concerns about how these duties would be covered. This has resulted in chaotic working conditions at CMF, particularly on the PIP, with our PTs being unable to obtain keys for access to med carts, alarms, exits, and entryways, thereby limiting our ability to move about the facility and deliver patient care. As a result, four health and safety grievances were filed yesterday by local CAPT representatives.

CAPT is obligated to warn PTs considering employment at CMF about the working conditions they will encounter. This is the eighth time CAPT's leadership has red-tagged a facility for egregious contract violations or bad labor practices.

If you have any questions or would like more information, please contact Northern Corrections Chapter President Kim Souza at **(916) 955-4807**.

