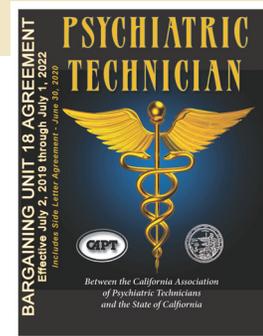


CAPT-ASH wins health and safety grievance involving failing PDAS

10.1 Grievance Granted at Department Level



10.1 Health and Safety

10.4 Alarm Systems

11.4 Labor Management Committee on Forensic Safety

The CAPT representatives at Atascadero successfully filed a grievance brought about after the PDAS (Personal Duress Alarm System) failed not once but twice in a health and safety incident requiring backup assistance. During the incident, a CAPT member activated their PDAS with no resulting overhead announcement. Consequently, another attempt was made on another staff person's PDAS, resulting in no overhead announcement. Finally, an overhead announcement was triggered after the third attempt on another device. The functionality of the PDAS, which is to keep employees safe from immediate threats, failed miserably. The people involved are fortunate to have not sustained any resulting harm or injury.

The integrity of our PDAS, our ability to rely on immediate help during an incident, cannot be compromised. CAPT responded immediately by filing a grievance to remedy the PDAS failure under *10.1 Health and Safety*, which requires the state, to the best of its ability and in conjunction with CAPT, to provide a safe and healthy workplace for employees. The article also establishes a timely process for processing health and safety grievances. The grievance also cited *10.4 Alarm Systems* and *11.4 Labor/Management Committee on Forensic Safety (JLMC)*.

While acknowledging the merits of the grievance and its commitment to provide a safe and healthy workplace for employees, DSH-A denied the grievance based on 'procedural deficiencies.' The hospital wanted the issue to be taken up solely under *10.4 Alarm Systems* and *11.4 Labor/Management Committee on Forensic Safety (JLMC)*, which designates the JLMC to review disputes relating to alarm malfunctions. CAPT had already placed the PDAS malfunction on the next JLMC agenda for review but was told the committee could not review the matter with an active grievance. As a result, CAPT pulled the matter from the agenda in favor of pursuing the 10.1 grievance. After receiving the initial denial, CAPT forwarded the grievance for review at the department level, where it was granted.

If you have any questions or want more information, please contact the Atascadero Chapter at **(805) 460-6131**.

