

‘Understaffed and overworked’

# Thousands of Minnesota nurses go on strike

SOME 15,000 nurses in Minnesota walked off the job on Monday to protest hospital understaffing that their union says has harmed patient care and exhausted health workers as they negotiate a new contract with hospital executives.

The strike, slated to last three days and described by the Minnesota Nurses Association as one of the largest in United States history,

highlights nationwide health worker shortages that have been exacerbated by the COVID-19 pandemic.

The union says it has been negotiating a new agreement for more than five months, and that nurses have been working without a contract for weeks.

“Hospital executives have already driven nurses away from the bedside by their refusal to solve

the crises of staffing and retention in our hospitals,” the union’s negotiating team said in a statement, adding that nurses were “understaffed and overworked.”

The walkout was expected to affect at least 13 hospitals around Minneapolis and neighboring St. Paul. Twin Cities Hospital Group, which oversees four hospitals where nurses are striking, said

it had asked the nurses’ union to join them in mediation.

“A trained mediator can help parties focus on the key elements needed to move forward together. However, the nurses’ union has rejected all our requests for mediation,” the group said on its website.

Allina Health, which owns four hospitals with striking

nurses, said on its website it was making every effort to minimize disruptions to patient care. It said it had been planning for a strike for months.

The nurse strike has drawn support from US lawmakers in Washington, including veteran Senator Bernie Sanders. “Nurses are the backbone of our health-care system,” Mr. Sanders wrote

on Twitter, calling for fair scheduling and higher wages.

According to the US Bureau of Labor Statistics (BLS), employment in healthcare across the United States is still below pre-pandemic levels. Some 37,000 fewer people work in healthcare now than in February 2020, a Sept. 2 report from BLS said. — **Reuters**

OPINION

## An important manager who caused major losses

**I’m a department vice-president at a medium-sized factory. Last week, my hard-working model manager, who has been with us for 20 years, made a mistake that resulted in \$40,000 worth of losses. It could have been prevented, but for some reason, he was not able to do so. He also admitted his mistake. However, there’s one important factor in his favor. He’s one of only two persons within the organization who knows the secret formula of a major product. We simply can’t let things slide though. Please advise us. — Water Lily.**

First things first, handle the case in utmost secrecy due to its sensitive nature and the fact that you’re handling a potential dismissal case. Either way, whether you fire the manager or not, all things must be done in accordance with the company’s code of conduct or similar guidelines that apply to all employees, regardless of their job title and function.

You must handle this case carefully, regardless of the fact that he holds the

key to a secret formula. Otherwise, that could compromise your ability to arrive at an intelligent and objective decision.

It is easy if the manager has acknowledged fault. The only thing to decide is whether to pardon him for that mistake and, if so, put him in charge of implementing a robust solution to avert any repeat of the incident.

Think of your decision as a precedent that might be tested by other workers if they find themselves in the same situation.

FOUR OPTIONS

This may be the hardest decision that you can make given the circumstances. Discuss the following options with top management and seek approval for their implementation. Find out what’s acceptable among you, the manager, and your boss. Think hard before making any firm commitment with the manager on any of the following:

**One, pardon the manager to demonstrate compassionate justice.** It could be that he had personal problems that distracted him from spotting the mistake.

**IN THE WORKPLACE**  
REY ELBO

**ELBONOMICS: The best time to correct a mistake is before making it.**

The underlying problem could be anything, from marital problems, an illness in the family, or even financial worries. If the manager has performed well and consistently for years prior to the incident, require him to come up with a robust plan to prevent similar incidents from happening. Deal with his failure by setting priorities and reviewing his work to make adjustments as necessary.

**Two, transfer the manager to another job, unit or department.** Or arrange for a temporary secondment to an affiliate company for one year or so, to allow for time to heal the wounds. During that period, establish a clearly-worded performance improvement plan that can be reviewed monthly.

What’s important is to know you’re not imposing a penalty but resetting the work relationship, with the hope that something better can emerge from it.

**Three, make the manager resign in exchange for an honorable dismissal.** Give the manager the chance to recover by allowing him to seek employment and redeem himself elsewhere. It’s not in the interest of your top management to destroy that manager after he’s admitted to the mistake.

He has spent 20 years in the factory and one incident like this should not be a death sentence. Give him a chance to succeed in other organizations to settle the case.

**Last, dismiss the manager following due process.** This is your last resort if the manager refuses to resign, even if it exposes you to an illegal dismissal case. Document everything and follow both substantive and procedural due process provided under the law.

It’s an emotional and painful process but you don’t have much choice. You must be strong in exercising manage-

ment prerogative while looking after the interests of the organization.

DAMAGE

How do you intend to repair the damage done to the factory? This is a difficult decision assuming that the manager has to lose his job. You can try asking him to pay a substantial portion of the damage, in installments, if he keeps his job.

If he’s dismissed for cause and refuses to pay for the damage, you can only attempt recovery by filing a civil case against him. This can result in a lot of trouble for you and the manager.

By and large, you must decide based on a broad picture of total performance and personal circumstances. When a hard-working and loyal employee stumbles, you must weigh all the options. Ultimately, it’s a judgment call. Deal with the case calmly, quickly and objectively.

Chat your workplace questions with REY ELBO on Facebook, LinkedIn or Twitter or e-mail them to [elbonomics@gmail.com](mailto:elbonomics@gmail.com) or via <https://reyelbo.com>



# Club Serena: Pleasurable escapes and exciting escapades

Text By: Yasunari Ramon Suarez Taguchi | Photos By: Aldo Nelbert Banaynal and Club Serena Resort

As a resort based in the “diving mecca of Cebu,” Club Serena Resort doesn’t dilly dally in sating the fancies of vacationers and recreational divers.

Located in southwestern town of Moalboal, Cebu (which is roughly a three-and-a-half-hour drive from the Mactan Cebu International Airport), this destination resort is minutes away from some of the area’s world-famous diving spots, and is host to a revue of amenities and services that embody the famed radiance and warmth of Cebu.

PLEASURABLE ESCAPES

Highlighting spacious and well-appointed suites and villas with floor areas that measure up to 113 sq.m., Club Serena’s pimple features includes three swimming pools, an all-day dining restaurant, access to landscaped gardens and a white sand beachfront, among many others.

A proudly Cebuano resort, it incorporates elements of Cebuano design and artisanal crafts into its interiors, which is designed by esteemed Filipino architect James Jao. Well aware of how integral sampling the local fare is for vacationers, the resort also plates up a diverse and delectable selection of Cebuano and international dishes, and also highlights Swedish massage and shiatsu massage services.

As a destination resort, Club Serena takes pride on its take on personable services that affords



its guests with customizable stay options. These cover options for guests to identify their preferred activities prior to checking in, as well as identify the dishes they wish to partake in when they are in the resort.

Club Serena also highlights novel services like a butler and a turndown service that ensures idyllic wind down sessions after a full day, and it also highlights nanny services for kids aged 12 years old and below.



EXCITING ESCAPADES

Club Serena is located in Basdako, Moalboal, where it faces the Tañon Strait which sits between Negros Island and mainland Cebu.

As such, it is minutes away from some of the top diving spots in the area, like the famed Pescador Island of Moalboal, Ronda Bay’s Marine Park and the ever-popular Reef House of Moalboal.

Offering a curated set of diving courses by Seven Seas Aquanauts Phil. Corp., first-time divers can enroll to discover SCUBA diving-themed programs and activities, while certified and experienced divers can sign up for guided diving excursions to some of the area’s well-known diving sites.

A curated set of guided snorkeling activities are also being offered by the resort, which includes one that entails sessions with the famed Sardine Run of Moalboal — which is a phenomenon wherein schools of sardines swim in large groups in the waters of the town’s Panagsama beach.



Apart from its offered diving and snorkeling courses and activities, Club Serena also offers paddleboarding and kayaking activities for guests, with certain paddleboarding and kayaking sessions being

offered as a perk for suite and/or villa bookings.

All in all, those in search of pleasurable escapes and exciting escapades will find just what they are looking for in Moalboal’s Club Serena.



Club Serena Resort is located at Brgy. Saavedra, Basdako, Moalboal, Cebu, and its Cebu City sales office is located at No. 8 Apatong cor. Escario Sts., Cebu City. For inquiries, you may call 0917-872-6367 or send a direct message to @ClubSerenaResort on Facebook or Instagram.

Club Serena Resort is owned and operated by Aragma Leisures Resort,

Inc., the boutique hotels arm of AppleOne Properties, Inc. (API).

Aragma forays into hospitality with Club Serena Resort, a presentation of relaxed luxurious accommodations and dining, coupled with diving and other lifestyle sports activities. Aragma is set to open other equally-unique properties in other top travel destinations in the Philippines.

API is a development company based in Cebu City, Philippines with core business interests in hotel operations, property development, real estate sales, and healthcare. Among its developments are Sheraton Cebu Mactan Resort, Visayas Med Hospital, and AppleOne Equicom Tower, the first mixed-use development in the premier business district in the Visayas.