



The Cambridge Hospital



1493 Cambridge Street, Cambridge, Massachusetts 02139 (617) 498-1000

May 14, 1993

Robert W. Healy, City Manager
City of Cambridge
Cambridge City Hall
Cambridge, MA 02139

Dear Mr. Healy:

I am writing in response to City Council Order Number 44, dated 3/15/93, regarding changes in job duties and responsibilities of the Housekeeping Department. In February, 1993, Marriott Corporation, which has done an excellent job for several years managing our dietary department, also assumed responsibility for the management of housekeeping services. The management team they have hired for The Cambridge Hospital has been doing a superb job in executing their duties since their arrival. They have broad based expertise in this area in hospitals throughout the country. It is the recommendation of our new management team that all of the duties included in the job description of the houseworkers and laborers be performed by these individuals. This has entailed several changes that have clearly improved the effectiveness of the staff and the hospital is much cleaner as a result. The feedback from patients, visitors, and staff regarding the cleanliness of the hospital since this change has been very positive.

Some of the housekeeping staff however contend that certain duties now being required, while indeed present in their job description, have not been required for some time and should not be expected now. Specifically, houseworkers are now being required to mop, while previously only laborers performed this task. Requiring this function from both job categories will be much more efficient and save significant staffing dollars. We are currently negotiating with Local 195 and are hopeful that a satisfactory settlement of this matter will be reached in the coming weeks.

Sincerely,

John G. O'Brien
Hospital Administrator

JGO/kw



EXECUTIVE DEPARTMENT
ROBERT W. HEALY
City Manager

RICHARD C. ROSSI
Deputy City Manager

CITY OF CAMBRIDGE
CAMBRIDGE, MASSACHUSETTS 02139

TEL. 349-4300
FAX. 349-4307

May 17, 1993

To The Honorable, The City Council:

In response to Awaiting Report Item No. 23, regarding changes in job duties and responsibilities of the Housekeeping Department at the Cambridge Hospital, please find attached a response received from John G. O'Brien, Hospital Administrator, relative to this matter.

Very truly yours,

A handwritten signature in black ink, appearing to read "Robert W. Healy", is written over a horizontal line.

Robert W. Healy
City Manager

RWH/mev
attachment

Consent Agenda #11
Response to Awaiting Reprot #23
RE: change in job duties at
Cambridge Hpsital.

S-240

In City Council,
May 17, 1993

Charter Right exercised
by Councillor Toomey

5/24/93 Report accepted
placed on file