



# NUHW NEWS AND VIEWS

Keck Hospital of USC  
Sodexo at Keck Hospital of USC  
USC's Norris Cancer Hospital

**OCTOBER 2016**

## Weekend Shift Retro Pay

We received written confirmation from hospital representatives that the outstanding differential retroactive payments will be paid out on the October 21 paychecks. Only employees whose departments are listed below will receive the pay correction for hours worked on weekends since April 2016. Please contact a steward for more information.

### AFFECTED DEPARTMENTS:

EVS:  
\$1.00

Pharmacy Techs:  
\$1.00

Monitor Techs:  
\$1.00

Engineers:  
\$1.50

Plant Operations:  
\$1.50

Maintenance Operations:  
\$1.50

Materials Management:  
\$1.00

## UNDERSTANDING YOUR CONTRACT

### TUITION AND SCHOLARSHIP BENEFITS

NUHW members became eligible for the USC Tuition Assistance Program on July 1. NUHW negotiated this benefit as part of the current contract, which was ratified in March. Previously, USC had offered the plan to almost all employees, but not NUHW members.

We are proud to announce that, as of September, two children of our dedicated patient care technicians were accepted into USC and became eligible for the scholarship benefit! The benefit fully pays tuition for four years at USC – a huge victory given that the annual tuition is almost \$52,000.

**Congratulations to our NUHW members and their children!**

### ADDITIONAL EDUCATION PROGRAMS

**Tuition Exchange Scholarship Program:** Effective July 1, 2016, Tuition Exchange is not a benefit but a selective and competitive scholarship. The program may be cancelled or modified on a university-wide basis at any time during the duration of the contract.

**CNA Training Program:** The hospital will provide a CNA educational program and cover its tuition. The program and criteria for eligibility and participation may change from time to time at the hospital's sole discretion. Disciplinary documents older than 12 months will not be taken into account in determining eligibility or participation.

### Norris Sodexo Workers File for NLRB Election

Fifty Norris Cancer hospital workers in the Environmental Services Department have filed for an election with the National Labor



Relations Board (NLRB) to vote for representation by NUHW. On October 4, a team of workers delivered the petition to the NLRB to trigger the election. We welcome these workers and will continue to support their efforts to unionize. Currently, Norris EVS workers are employed by

USC subcontractor Sodexo. They are fighting to be a permanent part of Norris and to unite with their counterparts there, who will begin negotiations later this month.

## Kincare & Family-School Partnership

### Kincare Law

As of 1999, employers must allow employees to use up to 50 percent of all accrued sick time for kincare purposes. Kincare applies to an employee's spouse, domestic partner, parent, or child. For those who need to take periodic time off as a result of a short-term illness, remember to tell the supervisor on duty that your absence from work is a kincare day, so that proper designation and tracking will not count as points towards overall attendance or labeled as a routine sick call.

### Family-School Partnership Act

It is a California law that allows parents, grandparents, and guardians to take time off from work to participate in their children's school or child care activities. The law (Labor Code Section 230.8) first took effect in 1995. Its provisions were expanded in 1997 to add licensed child day care facilities to the kindergarten-through-grade-twelve levels. you may take off up to 40 hours each year (up to eight hours in any calendar month) to participate in activities at your child's school or day care facility. In order to be eligible, you must be a parent, guardian, or grandparent who has custody of a child enrolled in a California public or private school, kindergarten through grade twelve, or licensed child day care facility.

## 2016 NUHW Leadership Conference

Twenty-six hospital leaders, stewards, and activists attended the



fourth annual NUHW Leadership Conference in Oakland October 8-9. Members had the opportunity to take Advanced Steward Training,

Basic Steward Training, and other workshops to develop their skills. Over 300 leaders and stewards were in attendance. Our stewards met leaders and members from throughout the state — from Eureka to San Diego.

## STEWARD COUNCIL MEETING

Wednesday, October 12, 1 – 3 p.m.  
Cardinal Room, first floor

***All members welcome.***

## WEINGARTEN RIGHTS

The Supreme Court has ruled that an employee is entitled to have a union representative (steward) present during any interview which may result in discipline.

### **These are called your Weingarten Rights.**

You must request that a union representative be called into the meeting.

You must have a reasonable belief that discipline will result from the meeting.

You have the right to know the subject of the meeting and the right to consult your union representative (steward) prior to the meeting for advice.

**A meeting can be postponed for up to 72 hours if a union representative or a steward is not available.**

*For additional information, please contact NUHW Organizer Michael Torres at (213) 254-8701 or mtorres@nuhw.org.*

