



# NUHW NEWS AND VIEWS

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

**NOVEMBER 2016**

## Recent Settlements

On October 21, many departments received monetary contributions labeled RETRO.

Two NUHW-negotiated settlements were included.

### FIRST GROUP:

The following departments received a check covering the period in which their differentials were not coded correctly in the timekeeping system:

- Engineering: \$1.50
- EVS: \$1
- Maintenance Operations \$1.50
- Materials Mgt. Clerk: \$1
- Monitor Tech/Patient Care Tech/Unit Secretary: \$1
- Pharmacy Tech: \$1
- Plant Operations: \$1.50

### SECOND GROUP:

This retro payment covered nursing departments and was in the amount of \$119.05 per person. If you are employed after July 1, 2015, you should have received the payment. A complete list can be requested from your union organizer.

## UNDERSTANDING YOUR CONTRACT

### RETIREMENT PLANS

Effective January 1, 2017, Fidelity 401(k) participants will be eligible to participate in the existing 403(b) Retirement and Savings Plan. The Fidelity plan will no longer accept future contributions; it will remain in place, but all future contributions will go into the 403(b) Retirement and Savings Plan. Employees will no longer be able to take out loans from their Fidelity 401k plan after December 31, 2016. Please contact a steward for more information.

Below are the 403(b) contribution levels for full and part-time employees.

You	USC Match 100% Vested	USC Non-Elective	USC Total	Grand Total (You and USC)
5%	5%	5%	10%	15%
4%	4%	5%	9%	13%
3%	3%	5%	8%	11%
2%	2%	5%	7%	9%
1%	1%	5%	6%	7%
0%	0%	5%	5%	5%

## 100 Fountain Valley Sodexo Workers Join NUHW



More than 100 Fountain Valley Regional Hospital dietary and housekeeping workers, subcontracted by the multinational firm Sodexo, voted to join NUHW, uniting with 560 of their service and technical co-workers who voted to join NUHW in July. Fountain Valley service and technical workers

are currently bargaining their first contract. In addition to Keck USC workers, NUHW represents Sodexo workers at Lakewood Medical Center and Los Alamitos Medical Center and is currently organizing Sodexo workers at USC's Norris Cancer Hospital (see reverse).

## Kincare & Family-School Partnership

### Kincare Law

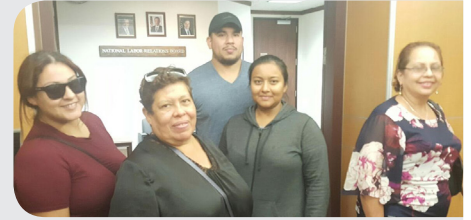
As of 1999, employers must allow employees to use up to 50 percent of all accrued sick time for kincare purposes. Kincare applies to an employee's spouse, domestic partner, parent, or child. For those who need to take periodic time off as a result of a short-term illness, remember to tell the supervisor 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.

## NORRIS SODEXO WORKERS TO VOTE THIS MONTH

On November 17, fifty Sodexo-subcontracted Norris Cancer Hospital workers in the Environmental Services Department will have an opportunity to vote to join NUHW. These workers organized to leave SEIU-USWW and to unite with their newly unionized Norris Cancer Hospital service and technical co-workers, who joined NUHW in August.



**Election: Thursday, November 17 from 7 – 8 a.m. and 3 – 5 p.m.**

## UPCOMING MEETINGS

### KECK & KECK-SODEXO STEWARD COUNCIL MEETING

Wednesday, December 14, from 1 – 3 p.m. • Cardinal Room, first floor

### NORRIS CANCER HOSPITAL BARGAINING

Tuesday, November 29, from 9 a.m. – 5 p.m. • HR Soto II Building, ground floor

Monday, December 5, from 1 – 4:30 p.m. • HR Soto II Building, ground floor

Monday, December 12, from 9 a.m. – 5 p.m. • Location TBD

Wednesday, December 14, 9 a.m. – 5 p.m. • Location TBD

## 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. The right to union presence is conditioned on the requirement that the union representative must be available for participation within twenty-four hours, excluding weekends and holidays.

### 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.

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

