



NUHW NEWS AND VIEWS

Keck Hospital of USC
Sodexo at Keck Hospital of USC

Norris Cancer Hospital of USC
Sodexo at Norris Cancer Hospital of USC

DECEMBER 2016

Nominations for bargaining committee!

We are recruiting stewards to help strengthen our union and enforce our contract. Please contact a steward if you're interested.

2016 STEWARDS

PULMONARY

Basil Nasir

OPERATING ROOM

Daniel Olivares

Nicole Ambris

Miguel Valdivia

Debora Springer

IMAGING

Creight Fontenelle

RADIOLOGY

Matia Cajina

CT IMAGING

Mark Bosteder

LABORATORY

Traci Mills

Diego Cordero

Anjila Sharma

Akena Scotland

Cruzberto Salvador

Marcheta Collina

continue on reverse side

UNDERSTANDING PAID TIME OFF

PTO covers vacation time, sick days and holidays

Whether you're full-time or part-time, you can use PTO to take vacations, recover from illness, or celebrate holidays.

ACCRUAL RATE: Eligible employees earn PTO hours each pay period, based on length of service and scheduled hours. Here "scheduled hours" are defined as the number of hours an employee was offered at the time of their hire or transfer. See below for the accrual schedule.

Length of Service	Bi-weekly Accrual	Annual Accrual
31 days – 4 years	7.5 hours	195 hours
4+ years – 8 years	9.1 hours	236.6 hours
8+ years	11.2 hours	291.2 hours

CAP: You can stockpile paid time off, but you can't exceed 150 percent of your annual allotment. So, if you get 195 hours of paid time off every year, you'll stop accruing once you hit 292 hours. The only way to start accruing again is to take time off and get back below the cap. Or cash out extra hours. See below for more info on that option.

PREVIOUS ACCRUAL: Any PTO hours you've accrued before the start of the current contract count toward the cap. Any future accrual will be in addition to those hours.

LEAVE OF ABSENCE: When you are on a paid or unpaid leave of absence and have no scheduled hours, you will NOT accrue PTO hours.

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Norris Sodexo workers join NUHW, elect bargaining team



Fifty Sodexo workers at Norris Cancer Hospital voted to join NUHW in November. Between Norris and Keck, we now represent nearly 1,000 workers at USC facilities! Norris Sodexo workers elected their bargaining team and voted on a bargaining platform on Thursday, December. 15.

2016 Stewards

(continued)

MATERIALS MANAGEMENT

Gerry Valadez

BIOMED

Carlos Gularte

RESPIRATORY

Julio Estrada

Adela Rea

Alex Corea

EVS

Oscar Mata

Elvira Compos

FACILITY

Manuel Ramirez

Otis Leonard

OUTPATIENT

Shirley Calderon

CENTRAL STERILE

Joel Carino

Rafael Martinez

Raymond Lopez

Sossie Elmajian

Nelson Roman

Suhay Rivera

NEW STEWARDS IN 2016

EVS

Roy Yanez

PHARMACY

Tommy Kwan

RADIOLOGY

Charlene Hsu**

GI LAB

Claudia Hildago**

**in process

UNDERSTANDING PAID TIME OFF (continued)

CASH-OUT: Each December, if you have at least 120 hours of PTO in your bank, you can cash out up to 80 hours of PTO for the following year. The payouts occur in the first pay period in June and December.

REMINDER ABOUT THE END-OF-YEAR PAYROLL CYCLE

Planning on receiving a paycheck on December 28?

Check your Kronos and make sure that all entries are in place by December 23.

NORRIS CANCER HOSPITAL BARGAINING

9 a.m. – 5 p.m., Thursday, January 12 • HR Soto II Building, ground floor

9 a.m. – 5 p.m., Tuesday, January 17 • HR Soto II Building, ground floor

9 a.m. – 5 p.m., Monday, January 23 • location to be determined

Norris workers continue to make progress toward a contract.

The bargaining team met recently at NUHW's Glendale office to discuss wage proposals and other items.



2017 USC KECK & SODEXO STEWARD COUNCIL MEETINGS

All meetings are on Wednesday.

January 11 • February 15 • March 15 • April 12

May 17 • June 14 • July 12 • August 16 •

September 13 • October 18 • November 15 • December 13

YOUR 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.

Your union rep must be available for participation within 24 hours of your request for his or her presence, excluding weekends/holidays.


Weingarten Statement:

"I request to have a Union representative present on my behalf during the meeting because I believe it may lead to disciplinary action being taken against me. If I am denied my right to have a Union representative present, I will refuse to answer accusatory questions and any I believe may lead to discipline."

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

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