

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

JANUARY 2017

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.

2017 STEWARDS

PULMONARY

Basil Nasir

OPERATING ROOM

Daniel Olivares

Nicole Ambris

Miguel Valdivia

Debora Springer

IMAGING

Creight Fontenelle

RADIOLOGY

Matia Cajina

Charlene Hsu

LABORATORY

Traci Mills

Diego Cordero

Anjila Sharma

Akena Scotland

Cruzberto Salvador

Marcheta Collina

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UNDERSTANDING PAID TIME OFF

Further explanation of accrual schedule

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. Our December newsletter generated interest in the PTO policy and questions on the accrual schedule. Below is a more detailed breakdown of your PTO accrual.

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 for full-time employees at 100% FTE; part-time employees' rate is pro-rated.

Accrual schedule (Article 15, Section C of our contract)			
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	

Breakdown of accrual schedule by type				
Length of Service	Annual Holidays	Annual Vacation	Annual Sick	
31 days – 4 years	72 hours/9 paid holidays	2 weeks	43.0 hours	
4+ years – 8 years	72 hours/9 paid holidays	3 weeks	44.6 hours	
8+ years	72 hours/9 paid holidays	4 weeks	59.2 hours	

continue on reverse

Norris Sodexo workers join NUHW, elect bargaining team



Fifty Sodexo-employed workers at Norris Cancer Hospital voted to join NUHW in November. We now represent nearly 1,000 workers at USC facilities! Norris-Sodexo workers recently elected their bargaining team: Adriana Salas, Maria Garcia, Sonia Tejada, Cindy Gorman, Michelle Terriquez, Maria Marin, and Rosa Cuadra.

2017 Stewards

(continued)

CT IMAGING

Mark Bosteder

MATERIALS MANAGEMENT

Gerry Valadez

BIOMED

Carlos Gularte

RESPIRATORY

Julio Estrada

Adela Rea

Alex Corea

EVS

Oscar Mata

Elvira Campos

Roy Yanez

FACILITY

Manuel Ramirez
Otis Leonard

OUTPATIENT

Shirley Calderon

CENTRAL STERILE

Joel Carino

Rafael Martinez

Raymond Lopez

Sossie Elmajian

Nelson Roman

Suhay Rivera

Annai Rocha

Francisco Herrera

PHARMACY

Tommy Kwan

GI LAB

Claudia Hildago

UNDERSTANDING PAID TIME OFF (continued)

For example, a full-time employee with the hospital for eight years or more working 2080 scheduled hours in a year, or 80 hours per pay period, would accumulate 11.2 hours per pay period, for an annual total of four weeks of vacation, nine paid holidays and 59.2 hours of sick time for a sum total of 291.2 hours in PTO, as referenced in Article 15(C).

In addition to the PTO described above, you will also accrue hours to an extended illness bank. Once you've worked more than 30 days, all full-time employees at 100% FTE will accrue 48.1 hours of extended illness hours year. You may access the extended illness bank when you are absent from work for 40 hours or more.

NORRIS CANCER HOSPITAL BARGAINING

1 – 5 p.m., Thursday, January 20 • HR Soto II Building, ground floor 9 a.m. – 5 p.m., Tuesday, January 23 • HR Soto II Building, ground floor

9 a.m. - 5 p.m., Monday, January 27 • HR Soto II Building, ground floor

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 in the Cardinal Room, KH first floor.

2 - 4 p.m., February 15

1 – 3 p.m., June 14

1 - 3 p.m., October 18

2 – 4 p.m., March 15

1 - 3 p.m., July 12

2 - 4 p.m., November 15

1 – 3 p.m., April 12

2 – 4 p.m., August 16

1 – 3 p.m., December 13

2 – 4 p.m., May 17

1 - 3 p.m., September 13

YOUR WEINGARTEN RIGHTS

The Supreme Court ruled that an employee has the right to union representation in a meeting with management that may result in discipline. You **must** request a shop steward or a union representative be present in the meeting. The employer has no obligation to ask whether the employee wants a steward or union representative, unless it's bargained in your contract.

WEINGARTEN STATEMENT

"Can this meeting or discussion could in anyway lead to my being disciplined or terminated?" If the answer is **yes** or **possibly**, inform management:

"I request that my union steward or representative be present for the meeting.

Once they arrive or are available, I'll participate in the meeting."

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



