



NUHW NEWS AND VIEWS

UCSF Benioff Children's Hospital Oakland

MARCH 2017

Around the union

Here are the latest developments in the union, including grievance victories and bargaining updates:

Members at **Sutter-California Pacific Medical Center** in San Francisco won a path to staffing relief moments before they were scheduled to testify at a hearing about Sutter's refusal to honor our contract. After dragging its feet on the staffing issue for two years, Sutter finally conceded that an arbitrator can decide whether our nursing units are understaffed.

Members at St. Joseph's **Santa Rosa Memorial Hospital** won a class-action grievance to reverse management's unjust discipline of employees for not completing their online continuing education courses. After we provided evidence that St. Joseph knew that the online program was down and failed to reboot it in a timely manner, management rescinded all related discipline.

Emergency department techs from St. Joseph's **Queen of the Valley** in Napa successfully fought unfair scheduling changes. They sent a letter to the manager and demanded that he not make any scheduling changes until they've had the chance to bargain with him. Upon receiving the letter, the manager informed all ED techs that their current schedules would remain in place.

Dietary workers at **Queen of the Valley** forced management to respond to their concerns about the kitchen renovation and secured a strong agreement that protects their jobs and provides a fair process for arranging schedules and assignments during and after the renovation.

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INFORMATIONAL PICKET APPROVED BY 9 TO 1 MARGIN

In three voting sessions in late February and early March, we voted by a 9 to 1 margin to authorize our bargaining teams to schedule a day of informational picketing in support of our contract demands. We continue to negotiate and will proceed with a picket if it becomes necessary.

An informational picket is not a strike or a work stoppage. It's a picket outside the hospital that we join before work, after work, and on our lunch break. Going on an informational picket shows management that we are willing to fight for a contract that safeguards jobs and offers fair pay.

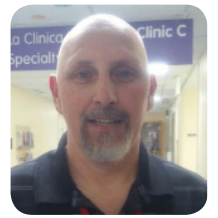
50 WORKERS MARCH ON BOSS TO DEMAND ONE CONTRACT

Workers from across the hospital banded together February 14 to deliver a simple message directly to top administrators: "We are one workforce, and we demand one contract."

This group, which included about 50 Office and Registration Associates, Neuro Techs, Interpreters, Food Service Workers, ER Techs, Lab Assistants, Distribution Clerks, and other workers, delivered a petition signed by nearly 600 of us calling on management to negotiate a single contract for our members.

A single contract maximizes our leverage to fight for better pay and working conditions to improve our lives and the care of our patients. We've come too far to let management pick us apart.

Garreth Curtin
Neuro Tech



BARGAINING CONTINUES

At our March 3 bargaining session, management presented its wage scale proposal for NUHW-represented Audiology Aides, Distribution and Receiving Clerks, Mail Clerks, Ambassadors, Animal Technicians, and Medical Interpreters. We will review it and respond at our next bargaining session.

For our **service and tech workers**, we reached an agreement to include in our contract references to Oakland Sick Leave, which allows at least three days of paid sick leave each year for per diem workers and allows benefited workers to claim three days of PTO each year as "protected time" – time that is excluded from Children's Hospital's absenteeism policy.

We presented our proposed wage scales for **Business Office/Clerical (BOC) classifications**. Management presented a comprehensive proposal on non-economic issues and said they think we are about 90 percent done with non-economic issues. This means bargaining should now move at a faster pace.

Here's what we're still fighting for:

- A prohibition on management subcontracting away any of our jobs
- An end to UCSF paying dozens of its San Francisco employees up to 30 percent more than they pay us to do the same jobs
- Bigger across-the-board raises
- A fair contract for our service and tech members and our business/office/clerical members

UPCOMING BARGAINING SESSIONS

BOC: Monday, March 12, 2 p.m. • **S&T:** Thursday, March 23, 10 a.m.

NUHW Emeryville office - 5801 Christie Ave, Suite 525. All members welcome!

Around the union

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Despite management keeping workers in the dark, NUHW members demanded to bargain over the impact and prevailed.

After a months-long evaluation process, the public Petaluma Health Care District selected El Segundo-based Paladin Healthcare to operate **Petaluma Valley Hospital**. The decision will have to be approved by district voters in a special election in June. NUHW members will continue to monitor this process.

A steward from **Los Alamitos Medical Center** in Orange County saved a member's job when she noticed that management was incorrectly counting tardy days that had already been overturned by a grievance victory. The steward succeeded in getting management to rescind the member's termination notice.

After members at **Kindred Hospital Brea** in Orange County repeatedly raised concerns about low staffing and its impact on patient care, management finally agreed to staffing solutions proposed by members, including creating a turn-and-lift team, developing a response system to call lights, and allocating time before each shift for an informal huddle to discuss workload.

Bargaining is underway at eight facilities: UCSF Benioff Children's Hospital Oakland, Queen of the Valley, Mission Neighborhood Health Center in San Francisco, Kindred Hospital Bay Area in San Leandro, Fountain Valley Regional Hospital in Orange County, Norris Cancer Hospital of USC, and Brios Healthcare's San Rafael Health and Wellness Center and Novato Healthcare Center.

WORK-FREE BREAKS NOW MANDATORY

How many times do our breaks get interrupted by a ringing phone, or by a supervisor or manager asking us to help out with something?

As the California Supreme Court ruled recently, "during rest periods employers must relieve employees of all duties and relinquish control over how employees spend their time.... A rest period, in short, must be a period of rest."

WHAT DOES THIS MEAN?

- If you are required to be on call during a break, it's not a break.
- If you get called to work during a break, you must be given another break or paid an hour's pay for not receiving your full break.

If you or your co-workers are expected to be on call during your break, please contact your shop steward or union organizer, as your employer may be violating California law.



UNDERSTANDING YOUR WEINGARTEN RIGHTS

Your Weingarten rights guarantee you union representation in a meeting with management that may result in discipline. But you **must** request a shop steward or a union representative be present in the meeting. When management calls you into a meeting, ask first:

"Can this meeting or discussion in anyway lead to my being disciplined or terminated?"





If the answer is **yes** or **possibly**, say:

"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."

If the employer denies the request, the employer has committed an unfair labor practice. You have the right to refuse to answer questions. The employer may not discipline you for such refusal.

For additional information, please contact NUHW Organizers Beverly Griffith at (510) 978-7454 or bgriffith@nuhw.org or Abid Yahya at (323) 420-4896 or ayahya@nuhw.org

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