



NUHW NEWS AND VIEWS

Providence Tarzana Medical Center

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evidence that St. Joseph knew that the online program was down and failed to reboot it in a timely manner, management rescinded all related discipline.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.

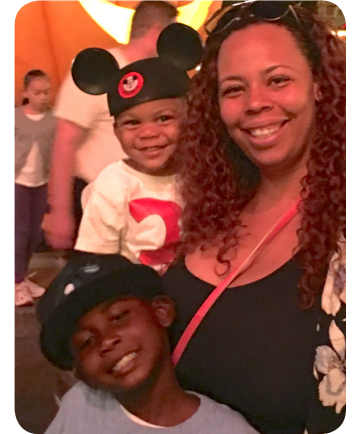
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ER ADMITTING WORKERS WIN 12-HOUR SHIFT TRIAL

Last fall, admitting employees from the emergency department convinced management to agree to a schedule 12-hour shifts instead of the usual 8-hour shifts for a two-month trial period beginning February 5.

"When we took the initiative to propose 12-hour shifts versus 8-hour shifts in the ER admitting unit, we knew it would change our lives, especially as parents with young kids and for some of us who are students with busy class schedules," said Sherman. "So far the trial has been successful, and even our collections are up."

Celena Sherman led her fellow NUHW members in these efforts. They collected written requests advocating for the shift change from their co-workers, created a mock schedule to demonstrate how the new shift would work, and presented their proposal to management.



Celena Sherman with her family.

OUR RAISES AND BONUSES CAME FROM OUR CONTRACT!

When we last negotiated with Providence Tarzana, our bargaining committee won across-the-board increases of three percent per year in our three-year contract.

We just received the three percent increase, plus a half percent bonus, in January. This shows that when we negotiate our contract from a position of strength, we can make a big difference in our pay!

WHAT WE WON: GUARANTEED ANNUAL WAGE INCREASES

Effective January 2015: three percent

Effective January 2016: three percent, plus a quarter percent one-time bonus

Effective January 2017: three percent, plus a half percent one-time bonus

WELCOME NEW NUHW STEWARDS!

We have four new stewards and are continuing to build a strong organization with representatives from each department.

Admitting: Terri Duval • Laboratory: Veronica Gonzalez

Pharmacy: Cassandra LaMarca • Surgery: Alecia Cornelius

We are excited to grow our steward team, especially ahead of our critical 2017 contract negotiation campaign. Welcome aboard!



"I wanted to become a steward to make sure our department has a strong voice for our 2017 contract negotiation."

Veronica Gonzalez, Lab



"Let's all stick together for the sake of fairness in our next contract. I became a steward to make sure my coworkers and I have a real voice and are represented properly."

Terri Duval, Admitting

Around the union

continued from front

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.



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.

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.

For more information, please contact NUHW Organizer Rafael Serrano at (510) 325-9220 or rserrano@nuhw.org.

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