



NUHW NEWS AND VIEWS

Glenn Dyer Detention Facility • Santa Rita Jail

JANUARY 2017

Nearly 2,000 workers joined NUHW in 2016!

We had an extraordinary year in 2016, creating more opportunities to strengthen our union in 2017.

Early last year, we won two elections, covering 140 respiratory therapists, RNs, and professional and service workers, at **Kindred Hospital Bay Area** in San Leandro.

Nearly 600 service and tech workers at **Fountain Valley Regional Hospital** in Orange County joined in May. In October, 100 dietary and housekeeping workers there voted to join as well.

We won two elections at University of Southern California's **Norris Cancer Hospital**—one for 120 service and tech workers in August and another one for 50 Sodexo-contracted workers in November.

Two more election wins at **UCSF Benioff Children's Hospital Oakland** doubled our membership at the hospital with more than 400 new members.

More than 400 service and tech workers at St. Joseph's **Queen of the Valley Hospital** in Napa joined in November. We now represent service and tech workers at all of St. Joseph's Northern California hospitals.

Welcome new NUHW members!

UNDERSTANDING PAID TIME OFF (PTO)

PTO covers vacation time, sick days, and holidays, so you can use it to take vacations, recover from illness, or celebrate holidays. The employer will pay out your PTO accrual when your employment ends.

Accrual Rate:

Eligible employees earn PTO hours each pay period, based on length of service and scheduled hours.

CFMG is honoring our seniority for PTO accrual.

PTO Carryover:

You can carry over a maximum of 360 hours from one calendar year to the next. At 360 hours you stop accruing PTO unless you use some or donate some.

Donation of PTO:

You can donate up to 40 hours of accumulated PTO to coworkers who have exhausted their PTO balance due to catastrophic illness.

Extended Sick Leave:

PTO is used for short-term illness. ESL is for long-term illness – if you miss five or more days of work in a row or get admitted to the hospital. You accrue 2-7 days per year of ESL depending on years of service, up to a maximum of 500 hours.

PTO Accrual Schedule for Full-Time EEs

Completed years of service	Max. PTO accrual for FT EE (days)	Hours of PTO accrued for each hour worked
1st year of employment	27	0.1038
1	27	0.1038
2	27	0.1038
3	32	0.1231
4	32	0.1231
5	34	0.1307
6	34	0.1307
7	34	0.1307
8	34	0.1307
9	35	0.1346

CFMG doesn't 'always do the right thing'

During the first two months of its contract, CFMG terminated at least six people from probation. Our union believes that at least two of those individuals were terminated without a proper investigation and for actions the workers took in protection of their licenses.

While we cannot file a grievance over workers who are released from probation, we continue to try to explain to the boss why we believe they didn't do the right thing. If the boss won't listen, we may have to go outside CFMG.

More contract victories in 2016

NUHW had a successful bargaining year, winning 16 contracts covering 8,000 members. We are currently bargaining seven more contracts. Ratified contracts in 2016 include:

Seton & Seton Coastsides in Daly City

- Three-year contract with guaranteed annual 3% wage increases, plus market adjustments
- None of the takeaways that SEIU agreed to at other system hospitals

St. Joseph Sonoma's Santa Rosa Memorial Petaluma Valley Hospital

- Immediate 6% market increases for roughly half of the workforce, plus across-the-board increases in subsequent years
- Health insurance premium freeze and no further changes to benefits for the life of the contract

St. Joseph Humboldt's St. Joseph Hospital Eureka Redwood Memorial

- Three-year contract that includes guaranteed annual wage increases of 5%, 2%, 3%

University of Southern CA Keck Hospital

- Contract that achieves the same standards as other USC workers on retirement benefits and tuition assistance, health insurance, and guaranteed annual wage increases
- Immediate 12% pay increase and an 11% reduction in employees' share of health insurance premiums for dietary staff

CFMG FAILS TO SCHEDULE PROPERLY

Before CFMG won the contract with Alameda County, they made a lot of claims to our bargaining committee around scheduling.

Claim: *CFMG promised to fill every shift from the first day they took over.*

Reality: The January schedule had 32 open shifts for RNs and LVNs. After three months, CFMG can't even fill the schedule.

Claim: *CFMG agreed to language in our contract that every full-time worker would be scheduled for 40 hours per week.*

Reality: Starting on the very first day CFMG took over, they unilaterally implemented a four-on / two-off schedule that does not allow workers to work full-time hours. This means we make less in wages and accrue less PTO.

Claim: *CFMG never said in bargaining they were considering a 4/2 schedule.*

Reality: Our bargaining team spent many hours talking about scheduling and we left bargaining believing that scheduling would be done about the same way it was done under the previous employer.

Next Steps: Our stewards have spent hours in meetings with the Health Services Administrator (HSA) and Director of Operations explaining that a 4/2 schedule is not what we bargained for, that it does not allow for workers to see their families on the weekends, and that it simply isn't fair.

CFMG told our union they would fix the schedule, but then put out a January schedule with the same problems! We now have no choice but to move forward with a grievance forcing them to fix the schedule and provide us any back pay we are owed.

MEMBERS ELECT NEW STEWARDS

Glenn Dyer workers have elected three stewards: former steward Blaire Behrens and new stewards Esther Ruiz and Mary Anne Fahey.

"I ran for steward because I believe it's important for our contract and our work to be respected," says Mary Anne Fahey, RN. "The more respect we have the better job we can do for our patients."

Our contract allows for a total of nine stewards between the two facilities. We currently have four at Glenn Dyer (Kim, Blaire, Mary Anne, and Esther) and two at Santa Rita (Zeny and Maria). Santa Rita members interested in becoming a steward talk to one of our current stewards about how to involved.

For additional information, please contact NUHW Organizer Dennis Dugan at (541) 979-0395 or ddugan@nuhw.org.

