



NUHW NEWS AND VIEWS

California Pacific Medical Center

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

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

ADVANCE REQUESTS OF ONE WORKWEEK OR MORE FOR PTO

You must submit your PTO preference dates in writing by February 1 of each year and management will post a schedule by March 1.

There is nothing in our contract restricting the number of people allowed off at one time, nor is there any restriction on how long a vacation may be, as long as you have enough PTO in your bank.

If staffing, scheduling or patient care or work requirements **do not** allow for the approval of **all** PTO requests, management will use the employee's seniority to determine scheduling in each work area and classification.

If management denies your PTO request, be sure to review the next section.

WHAT IF YOU ARE DENIED PTO OR VACATION?

Talk to your steward or NUHW organizer and request the vacation schedule for the time denied. Be sure to look at who is off, how many people are on vacation at that time, and if any per diems are scheduled to work.

By checking availability and schedules, we can enforce our contract.

Last year using this method, an EVS employee and CNA each had seven-week vacations approved after management initially denied their requests.

NEW SCHEDULING IN FOOD AND NUTRITION

Starting this year the Food and Nutrition Department will try a new a campus-based approach for vacation scheduling as opposed to scheduling at all three campuses combined.



Changlin "James" Zhao
Shop Steward
Cook, Pac Campus

"With understaffing, it has been difficult to get vacation and PTO. The nature and composition of the department is that we have a large number of people from other countries, and they all need significant time for travel to spend time with family and loved ones. We hope we can better facilitate that by doing it this way. We hope that by doing it by campus, our members can better coordinate with each other so that as many of us as possible can travel to see our families."

For more detailed information on vacation scheduling, review paragraph 127(b) in your contract or contact NUHW Organizer Ryan Olds.

Upcoming Events

All members welcome!

Steward Council Meeting

1 – 4 p.m., Tuesday, Jan. 17
Pac Conference Center Level A

Nursing Staffing Arbitration

10:30 a.m. Tuesday, Jan. 17
1625 Van Ness Ave, fourth floor
Help NUHW attorneys challenge
Sutter's insufficient CNA and
PCA staffing in nursing.

NUHW Membership Meetings East Bay

10 a.m., Thursday, Jan. 19
5801 Christie Ave, Ste 525
Emeryville

San Francisco

10 a.m. Saturday, Jan. 28
209 Golden Gate, SF

Women's March

Saturday, Jan. 21
Join women from across
the nation on the day after
Inauguration Day as we march
for human rights, civil liberties,
and social justice for all.

San Francisco

4 – 6 p.m.: Rally and march
with speakers, art, and music
at Civic Center

Oakland

10:45 a.m.: Meet at Madison
and 8th St. across from Lake
Merritt BART Station for a
group NUHW photo. Remember
to wear your NUHW t-shirt
for the march. For more
info, contact NUHW Organizer
Vanessa Coe at (510) 463-1348.

Courage Campaign Healthcare March

Saturday, Jan. 28, details
forthcoming

State Healthcare Hearing

3 – 6 p.m., Wednesday, Feb. 1
455 Golden Gate Ave, LL
San Francisco

SURGICAL TECHS WIN CAREER LADDER

Surgical Techs have voted to implement the Surgical Career Ladder, resulting in an approximate 2.5 percent pay increase for those who qualify as a Surgical Tech 2. The new ladder reflects the work that many are already doing, but now they will be compensated for that higher-level work. Nine Surgical Techs will see a pay increase. Surgical Techs hope to expand the Career Ladder to include more career incentives and to improve patient care in their department next negotiations.

"My coworkers are all grateful that we finally pushed this through. It was years in the making. They are grateful for the union and hope we can continue to improve our jobs."

*Andres Medina, Shop Steward
Surgical Tech, Cal campus*

GRIEVANCE VICTORIES & SETTLEMENTS

NUHW stewards remain committed to enforcing our contract and getting victories for our members! Below are some of our recent wins:

- Management had denied multiple employees the shift differential in their PTO cash-out. When workers brought this issue to their stewards, together they were able to get management to issue the differential to impacted employees.
- The union filed a grievance on behalf of Cal FNS employees and stewards on reporting pay errors. Now part-time employees will receive reporting pay when they are called in for a part-time shift on their day off, increasing the pay for part-time employees in FNS.
- A settlement awarded overtime pay to a Cal Campus EVS employee who was passed up for overtime in favor of a less-senior employee.

ANNOUNCEMENTS





Printed contracts are available. If you'd like one, please contact Ryan.

We need shop stewards. Hugh Lucas, our long-time volunteer organizer, steward, and activist, will officially retire on February 18. We thank him for his years of dedicated service and will greatly miss him! In order to effectively enforce our contract, we'd need to recruit stewards in every department and shift. If you are interested in becoming a steward, please contact Ryan or a current steward.

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*For additional information, please contact NUHW Organizer
Ryan Olds at (503) 421-4538 or rolds@nuhw.org.*

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