



NUHW NEWS AND VIEWS

Marin General Hospital

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!

UNION MERGER COMPLETED!

On December 19, Radiology Associates workers voted 32-0 in favor of merging with NUHW in a secret ballot election.

We are now part of a fast-growing, democratic, worker-led union that is dedicated to improving the lives of caregivers and workers!

QUESTIONS AND ANSWERS

Q: Will our dues change?

A: No, our dues will stay at 1.5 percent of regular pay and will be capped at \$114 per month in 2017.

Q: Do we have a "union rep" now?

A: We've always had union representation, thanks to our elected officers and our ability to stand up for ourselves. What changes is that by being part of a larger organization we have access to additional resources to help us win improvements for ourselves and our patients. We will also have an organizer who works with us on a regular basis to strengthen our union.

Q: What happens to our officers?

A: Our current officers will soon announce a process for electing new leaders in our bargaining unit.

Q: Do we have a say in how NUHW is run?

A: Yes. Every group can nominate someone to serve on the union's Executive Board, the union's highest governing body.

Q: Do we have to negotiate a new contract?

A: No. Our agreement requires the employer to honor our contract.

Q: How can I find out more information about how NUHW works?

A: The NUHW Constitution and Bylaws, the union's governing document, can be found online at NUHW.org/constitution.

For additional information, please contact NUHW Organizer John Childers at (559) 800-1390 or jchilders@nuhw.org.

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 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."