



# NUHW NEWS AND VIEWS

Mission Neighborhood Health 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!

## NUHW MEMBERS HELP ELECT RONEN TO SF BOARD OF SUPERVISORS

In a major local election victory for labor and NUHW, Hillary Ronen won a seat on the San Francisco Board of Supervisors representing the Mission District. She will replace longtime labor advocate David Campos, for whom Ronen worked as Chief of Staff.

"Hillary Ronen has served our community for many years, and has dedicated many years to helping workers and families," said Shop Steward Esther Pinell.



NUHW-Mission members completed 22 volunteer shifts during campaign season, helping to elect pro-patient, pro-labor leaders like Ronen.

"It is important we get involved, whether we like politics or not, it is better for us to have pro-patient, pro-worker people in power and in charge of healthcare. That is why I decided to support Ronen and others this past election," added Esther.



### STEWARD SPOTLIGHT MELYSA GARCIA

NUHW-Mission's newest steward is Shotwell Clinic Third Party Billing Clerk Melysa Garcia.

"I thought I could be a good steward because I'm level-headed," says Melysa. "I thought about doing it before, but was worried about time and meetings, but I decided to step up."

Melysa hopes to help represent all her coworkers and has already been involved in grievance proceedings related to increased front desk duties.

"I want to be fair with everybody," says Melysa. "Make sure everyone's voices are heard, listen to everyone, even if we do not get along, and then we'll see where we go from there."

Melysa looks forward to participating in a formal steward training as part of NUHW's unionwide education program.

## 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 Coastside 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%

### Sequoias – Portola Valley

- 8.5% wage increase over three years and 3% in retroactive pay
- In subsequent years, workers will receive lump sum payments based on their annual wages

### San Francisco Nursing Center

- Three-year contract that includes quality health insurance and guaranteed annual wage increases

## MEMBERS REJECT MANAGEMENT'S BARGAINING ULTIMATUM

In December, management gave us an ultimatum: accept its offer of a 2.5% raise each year in a three-year contract, or management would rescind the offer. In a two-day vote on December 16 and 20 at the Shotwell and Excelsior Clinics, members voted to reject the ultimatum.

"We work hard, and for them to give us a take-it-or-leave-it ultimatum like that was a slap in the face," said Icela Santos, shop steward in Adult Medicine.

"We deserve better," added Ebony Guifarro from Adult Medicine.

We will schedule a meeting soon with more details about next steps. See your steward or NUHW Organizer Ryan Olds for more information.

## UPCOMING NUHW EVENTS

### WOMEN'S MARCH BAY AREA

**Saturday, January 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 with speakers, art, and music at Civic Center  
6 p.m.: March along Market St. to Justin Herman Plaza

#### Oakland

11 a.m.: Meet at Madison Park and begin march from Oak Street to Grand Street along Lake Merritt, ending at Frank Ogawa Plaza  
12:30 p.m.: Rally with speakers, art, and music concluding at 3 p.m.

### COURAGE CAMPAIGN HEALTHCARE MARCH

Saturday, January 28, details forthcoming

## 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."

*Stewards: Melysa Garcia • Icela Santos • Esther Pinell • Debbie Muller*

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

