



NUHW NEWS AND VIEWS

North American Health Care • Novato Healthcare Center • San Francisco Nursing Center
The Sequoias – Portola Valley • San Rafael Healthcare & Wellness 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 PREVENTS BRIUS NURSING HOME CLOSURES

NUHW members successfully prevented Brius Healthcare from voluntarily closing three of its Humboldt County nursing homes in November. Shutting these facilities would have eliminated more than half of the available nursing home beds in the county and would have displaced more than 250 elders. NUHW St. Joseph members in Humboldt County participated in actions to protest these closures and to bring awareness to the devastating impact of the closures on residents and the larger community.



NUHW represents caregivers at two Brius-owned nursing homes in Marin County – San Rafael Healthcare and Wellness Center and Novato Healthcare Center. We are bargaining our first contracts at San Rafael and Novato. Workers at these two facilities are fighting to change the profit-at-any-cost culture within Brius, a corporation that the Los Angeles Long-Term Care Ombudsman says demonstrates a “flagrant disregard for human life.” In August, these caregivers launched a watchdog website, BriusWatch.org, and conducted informational pickets to highlight Brius’ alarming track record.

GRIEVANCES VICTORIES & SETTLEMENTS

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

North American Health Care: NUHW won a grievance to restore members’ sick leave bank. For some members, it was as many as 250 hours. Without notification or justification, management had abruptly reduced members’ sick leave bank from 250–300 hours to 50 hours.

We also compelled management to correct its paycheck errors to account for members’ raises and retroactive pay guaranteed in their new contract. In both these instances, we will continue to monitor management’s follow-through to make sure that these corrections are reflected in our members’ next paychecks.

Novato Healthcare Center: NUHW won a cease-and-desist demand to end an English-only working environment and to reinstate the communal use of a radio, restoring a healthier working environment where workers could freely communicate in their native languages and listen to the radio. These are common practices that do not interfere with work duties. In December, Novato’s kitchen supervisor changed the working conditions of the culinary department by eliminating the use of a radio and prohibiting kitchen Spanish-speaking workers from communicating with each in their native language at all times while at work.

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More contract victories in 2016

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

The 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

North American Health Care in Sacramento (Cottonwood, Woodland, and University)

- Ratified a new contract that included improvements in wages, uniform allowance, and bereavement leave

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

GRIEVANCE VICTORIES & SETTLEMENTS

(Novato continued) Since the supervisor made these changes without discussing with the union first, we did not have the opportunity to bargain on this decision and its effects. As a result, we submitted a cease-and-desist order to compel the facility to return to its standard practices. Because of our efforts, management fired the kitchen supervisor and restored status quo.

The Sequoias – Portola Valley:

- Stewards and HR will collaborate to ensure that management post new job openings in locations that are accessible to all employees. Previously, management failed to post job openings in areas that employees frequent such as break rooms and work clock locations.
- When we brought up members' allegations that management were hiring per diem employees to work full-time hours, management assured us that they would not do that.
- Two new settlements protect the privacy our members, preventing managers from asking intrusive questions when members request a sick day or personal leave. Before these settlements, managers violated our contract by asking detailed and probing questions when members called in sick or requested personal leave, for example, inquiring about medical diagnoses.

MEET NEW NUHW ORGANIZER JOHN CHILDERS

Representing Novato Healthcare Center, San Rafael Health & Wellness Center, San Francisco Nursing Center, and The Sequoias – Portola Valley

I joined NUHW in October 2016, bringing more than 20 years of public service experience, including representing unionized city, county, and state employees. I look forward to working with NUHW members, stewards, and leaders to make our union stronger and more cohesive, where all members would be treated with respect, understanding, and professionalism. In addition to nursing homes, I also represent NUHW members at Kindred Hospital Bay Area in San Leandro, Marin General Hospital, and the Alameda County jails.



I first became drawn to labor relations while serving as a California Correctional Peace Officer. I then worked as an independent paralegal in Fresno, representing injured workers and medical providers before the California Worker's Compensation Appeals Board. I still continue to stay current with administrative and civil court decisions related to labor law. Throughout my career, I've fought to ensure that everyone has a fair chance to have their voices heard and to receive proper representation. Seeing that every member finds dignity and respect in the workplace is the most rewarding aspect of my job. I look forward to connecting with all of you. You're always welcome to reach me 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.

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."

For more information, please contact NUHW Organizers Beverly Griffith at (510) 978-7454 or bgriffith@nuhw.org for North American, and John Childers at (559) 800-1390 or jchilders@nuhw.org for Novato, San Rafael, Sequoias, and SFNC.

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