



NUHW NEWS AND VIEWS

Petaluma Valley • Santa Rosa Memorial
Queen of the Valley • Redwood Memorial • St. Joseph Eureka

JANUARY 2017

NUHW monitors transition at Petaluma Valley

For almost twenty years, St. Joseph has operated Petaluma Valley Hospital, providing vital services to our community. Negotiations over a new lease between the Petaluma Health Care District and St. Joseph abruptly broke down in October, while the community was left in the dark during the entire process. Since then, the publicly elected Petaluma Health Care District Board has done little to improve transparency.

We are concerned about the new operator and the status of our hospital. We are now circulating a petition in all departments to urge the District Board to adopt a strong platform that protects patients and workers, only leasing our hospital to an operator that meets the following standards:

- A proven track record of providing quality care and adequate staffing levels for patients.
- A commitment to maintain existing patient services and establish family planning services.

continue on reverse

419 WORKERS JOIN NUHW AT QUEEN OF THE VALLEY

In November more than 400 service and tech workers at Queen of the Valley Hospital in Napa voted by a 3-2 margin to join more than 1,300 other St. Joseph workers as members of NUHW. We now represent all of St. Joseph's service and tech workers in Northern California.

Queen nursing assistants, housekeepers, dietary aides, receptionists, monitor techs, respiratory therapists, and others in similar classifications



organized to advocate for improvements in staffing levels and quality of care and to achieve similar standards in wages, job security, and workplace rights as their NUHW-represented St. Joseph colleagues.

"We organized to fight for fair pay, job security, and improved standards of patient care at our hospital," said radiologic technologist Ray Herrera. "This election victory shows us what we can accomplish when we stand together, and now we will finally have a seat at a table and a voice in patient care."

Queen NUHW members are currently electing representatives from each department to serve on the bargaining team. These representatives are also surveying the membership about what they'd like to achieve for their first contract. Surveys and bargaining team nominations are due by Friday, January 13, and the bargaining team will meet the following week to review survey results and begin crafting proposals.

Humboldt: union completes bargaining for newest members

We just completed bargaining for our newest group in the unit — 40 workers, including Admin. Assistants, Lead Cooks, EVS Workers, Patient Access Reps, Patient Care Techs, EKG Techs, and Schedulers.

They will be included in the same contract as their coworkers at St. Joseph Hospital and Redwood Memorial Hospital and will enjoy the same protections in benefits, working conditions, and guaranteed raises every year.

"It was important for me to stand up for myself and my co-workers to negotiate fair wages," says procedural scheduler Shao-Lan Lew.

UPCOMING MEETINGS

Humboldt

Joint Steward Council Meeting
Wednesday, January 11
6 – 7:30 p.m.

Room C1, St. Joseph Hospital

NUHW Membership Meeting
Wednesday, January 25
6 p.m. • Room C1
St. Joseph Hospital

Sonoma

PVH Steward Council Meeting
Thursday, January 5
5 – 6:30 p.m.

Groverman Hall, ground level
February meeting TBD

PVH LMAC Meeting
Thursday, January 19
Every third Thursday
4 – 5 p.m.

Groverman Hall, ground level

SRMH Steward Council Meeting
Tuesday, January 10
Every second Tuesday
6 – 8 p.m. • Rm. 2, cafeteria

SRMH LMAC Meeting
Wednesday, January 25
Every fourth Wednesday
4 – 5 p.m. • LLC-1

NUHW Membership Meeting for PVH, SRMH, & Queen

Tuesday, January 24
4 – 5 p.m. • LLC-1

For more information, contact your NUHW Organizers

Humboldt

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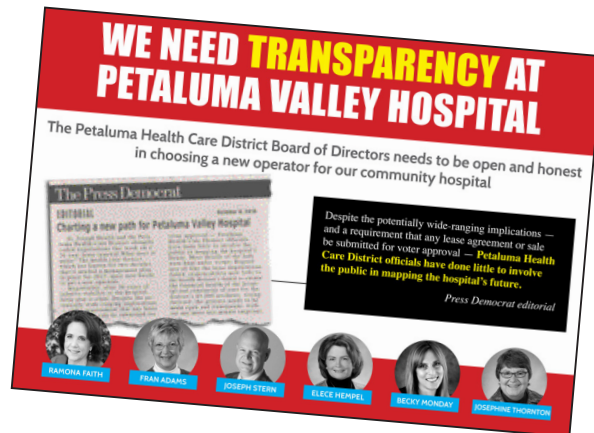
Napa

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OUR PETALUMA VALLEY TRANSITION PLATFORM (CONTINUED)

- A commitment to preserve existing jobs and honor caregivers' collective bargaining rights and current labor standards.
- A commitment to invest in our community hospital to improve care and expand services.
- A commitment to be honest and transparent with our community.

In December we published an ad in the *Argus Courier* calling attention to our platform and putting the Petaluma Health Care District Board of Directors on notice.



HUMBOLDT: A WIN IN PAYCHECK ERRORS

It is important that workers are properly paid for the work we do. That is why we fought so hard in contract negotiations to raise wages at St. Joseph and to fix the process by which the hospital handles paycheck errors.

The hospital now has 48 hours to fix paycheck errors of more than eight hours in pay. This means that the sooner you report pay discrepancies, the sooner it will be fixed. The old days of waiting two weeks for missed pay are over!

For more information on paycheck errors, review Section 13 of your contract.

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."