



NUHW NEWS AND VIEWS

Sutter – California Pacific Medical Center

FEBRUARY 2017

Members win path to staffing relief

Moments before we were scheduled to go before a hearing officer on January 17 to demand that Sutter-CPMC honor our contract and acknowledge that we could take them to arbitration over their chronic understaffing, Sutter conceded that an arbitrator can decide whether our nursing units are understaffed. We succeeded in preventing Sutter from dragging its feet on the staffing issue as it has done for the last two years.

What this means: First, Sutter and our union will convene a Review Committee to try to resolve the staffing issue. The committee has to reach a decision within one month. If the committee deadlocks, the issue will go to an arbitrator

Now we need your help to generate PCA and CNA staffing ideas and solutions so we can present them to the Review Committee and, if necessary, to an arbitrator. We also need documentation of understaffing, so if you have information related to the following, please report it to NUHW organizer Ryan Olds.

- Every time managers pull a CNA out of the count to sit
- Every time someone calls in sick and is not replaced.
- Every time the hospital does not follow its own staffing guidelines.

HUGH LUCAS RETIRES AFTER 40 YEARS OF SERVICE



Longtime NUHW steward, activist, and volunteer organizer Hugh Lucas will retire February 18 after 40 years of service at CPMC.

Born in Chicago and raised in Michigan, Hugh moved from Detroit to San Francisco in 1969 to join like-minded activists opposed to the Vietnam War. In 1976, Hugh began working at Marshal Hale – now the Cal campus – as a rehabilitation aide. Soon after joining the union, he enrolled in and graduated from the Labor Studies program at SF City College, where he learned about contracts and stewards' rights.

"The old union back then didn't really focus on member education or democracy, so I went and educated myself," said Hugh. "As a steward, my role was equal to management, so management couldn't change things unilaterally. I was empowered by this and started getting involved in negotiations and grievances."

Over the years, Hugh led CPMC members through multiple strikes, including as chief shop steward at Cal for the 66-day strike in 2005 and, eventually, for the founding of NUHW. Reflecting on his 40 years with the union, Hugh said, "I'll never forget many things.

I met my wife at the hospital. CPMC employees had to go on strike several times, but I'll never forget the resolve we had as members to win those strikes. I'm proud to have helped get five people their jobs back while a representative. And I'll definitely never forget the support and love I received from my coworkers around 2007 during my multiple heart surgeries."

NOTES FROM MEMBERS

"I'm going to miss Hugh. He was a great steward who became a great rep. He really helped solve our problems. He also brought a lot of our members back to work, and he's been a great mentor to me."

Catalino Calonsag, EVS, Davies campus

"Hugh is great and intelligent. I really appreciate what he did for me and for everybody. I will miss him."

Haydee Renderos, Central Distribution, Cal campus

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Vacation scheduling reminder

The annual vacation schedule should be posted March 1. The standard for the approval or denial of vacation requests is "staffing, scheduling, and patient care" so if management denies your request, make sure to check the schedule for the time denied to look at staffing and scheduling. If there is coverage, your request should be approved. Departments that receive the most vacation time and have the least denials have members who coordinate with each other about their availability. NUHW can file grievances over denied vacation requests, but only after we have looked at the schedule and coverage. As a general rule, please do not make travel arrangements until your vacation request is officially approved.

Members gather for statewide meetings

With the executive orders signed in his tumultuous first week on the job, President Donald Trump has upended the lives of millions of immigrants and their families and cast uncertainty over our nation's healthcare system. The new government taking shape in Washington D.C. will have major implications for us as caregivers and union members. In addition to radical changes to healthcare, we can expect President Trump to appoint a National Labor Relations Board that is friendlier to management than it is to us.

As a union that prizes democracy, NUHW scheduled special statewide membership meetings from January into early February to hear members' thoughts on how we should respond to the new federal government and stand up for each other and our patients.

In the ten total meetings, we had robust discussions about immigration, universal healthcare, the threat to our rights as a union, and more.

We also discussed two resolutions from our union's elected executive board. The first resolution, which has been adopted by the board, reaffirms our support for a Medicare for All universal healthcare system and efforts underway to make that a reality in California. The second resolution, which would declare that we are a "Sanctuary Union" committed to defending the rights of immigrants, has been recommended by the board for discussion at our meetings.

If you would like a copy of the resolutions, contact your steward or NUHW organizer.



Workers from Sutter-CPMC and Seton Medical Center attend one of a dozen statewide NUHW membership meetings to plan the union's response to the Trump administration's actions on immigration and healthcare. See story on left.

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HUGH LUCAS RETIRES

When Hugh's not on the picket line or dealing with grievances, he enjoys following politics and sports and listening to blues and country music. Hugh plans to take some time to travel and visit family. But he's a true activist, so you won't be able to keep him off the picket line for long if his union sisters and brothers need him.

Aside from union business, Hugh plans to devote time to assist immigrants in preparing for their citizenship test. Especially in this current political climate and with divisive executive orders coming from D.C., Hugh feels that he must react and respond in a way that protects San Francisco's values.

In forging ahead during this tumultuous time, Hugh offered the following words: "NUHW has to truly rely on the involvement and participation of the members to be successful. It is a member-led union, which requires members not to ask what 'the union' is doing, but what we are doing. And let me end by saying to all the members: have a peaceful life."

NOTES FROM MEMBERS

"Hugh has done a lot for this union and our membership. He knows the contract inside and out. When you have a problem, you can count on him to help. I will miss him and his knowledge, it won't be same without him. I wish him the best and good health."

Linda Ruest, Central Distribution, Cal campus

"Hugh is a great guy, he is much appreciated. There is only one Hugh, and he's been part of the backbone of the union. I never lost a case with Hugh!"

Calvin Pritchett, EVS, Davies campus

NUHW UPCOMING EVENTS

Staffing Review Committee

Monday, February 6
9-11 a.m., Pac Pathology
Conference Room

NUHW Steward Council meeting

Tuesday, February 14
1-5 p.m., Davies Conference Room
Hugh's going-away party begins at 3 p.m.

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

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