



NUHW NEWS AND VIEWS

Hazel Hawkins Memorial Hospital
Salinas Valley Memorial Hospital
Visiting Nurse Association of Santa Cruz

FEBRUARY 2017

NUHW keeps growing with big win in Oakland

About 250 Children's pharmacists, social workers, physical therapists and other professional workers at **UCSF Benioff Children's Hospital Oakland** voted by a 4-1 margin January 24 to join NUHW.

More than half of the new members work in mental health, an area of expertise for the union which represents several thousand mental health professionals at Kaiser hospitals and clinics.

These new members are coming on board as the union negotiates a new contract for its approximately 900 technical, business/office clerical, and service workers at Children's.

With more than 1,100 members now at the facility, the union is better positioned to boost pay, improve working conditions, and beat back UCSF's threats to cut service to the East Bay.

"We want to make this organization even better and safeguard care for the families we serve," said Felicia Hashimoto, an occupational therapist. "We can do this by having a bigger say in the hospital so we can better advocate for ourselves and our patients."

This election victory comes on the heels of several organizing victories last year including 419 caregivers at Queen of the Valley Hospital in Napa, 120 at the University of Southern California's Norris Cancer Hospital, and more than 600 at Children's Hospital Oakland. More than 2,000 workers have joined NUHW in the past 12 months.

SUPERVISOR ALEJO HONORS SALINAS MEMORIAL NUHW MEMBERS

In December 2016, then Assemblymember Luis Alejo penned a resolution honoring Salinas Valley Memorial NUHW members for our dedication in improving patient care, building a democratic union, and raising living standards in the community.



Alejo, a longtime friend and supporter of NUHW who helped broker our contract three years ago, is now a member of the Monterey County Board of Supervisors. Recently he presented the resolution to NUHW members at his office-warming party and it is now posted on the bulletin board near the three elevators in the cafeteria floor level.



DOZENS OF HAZEL HAWKINS MEMBERS ATTEND WEINGARTEN TRAINING

On Saturday, January 28, more than a dozen stewards and members attended our training on Weingarten rights. Based on a 1975 U.S. Supreme Court case, your Weingarten rights guarantee you union representation in a meeting with management that may result in discipline. Participants reported that the interactive training and role-playing were helpful, and they plan to bring this knowledge back to their worksites. For more information on your Weingarten rights, contact your steward or NUHW organizer Grant Hill.

NUHW members gather for statewide meetings

With a steady stream of 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.

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Salinas Memorial

Stewards push back on PSL changes

Stewards met with HR representatives and CEO Pete Delgado to tell them that we will not accept changes to our benefits. Management had an opportunity to propose changes to our paid sick leave policy during the last bargaining cycle; to make changes after we settled a contract is unacceptable. Cutting our three “protected days” is not an economic issue for the hospital. We are awaiting a formal response from the hospital and are ready to seek arbitration if necessary

Progress with monthly grievance meetings

CNA stewards Mary Serrano and Yolanda Zazueta are continuing to meet with Trini Juarez and Vanessa Gutierrez from management to resolve grievances and concerns. The next meeting is Monday, February 13.

Hazel Hawkins

Recap of January steward council meeting

At our recent steward council meeting on January 12, we discussed pending grievances, the importance of objection to assignment forms, the 2016 NUHW Leadership Conference resolution, pending issues at the SNFs, and overtime and seniority concerns in departments. You can get objection-to-assignment forms from your stewards.

UPCOMING MEETINGS AND TRAININGS

SVMH General Membership meeting
Wednesday, February 15
(every third Wednesday)
4:30 – 6 p.m. • room CP 1 & 2

SVMH Training on Weingarten Rights
Open to all members
Saturday, March 4
9 a.m. – 11 a.m. • location TBD

SVMH Steward Council meeting
Wednesday, March 1
(every first Wednesday)
4:30 – 6 p.m. • room CP 4

Hazel Hawkins Steward Council meeting
Thursday, February 9
4 p.m. • location TBD

UPDATES FROM VNA – SANTA CRUZ

At our January 25 labor–management, stewards and management discussed seniority concerns, pay scales implementation in 2017, and the process for entering data for patient information and appointments.

Update on raises: All members just received their first raises and step increases in 2017; some will receive an additional 1.5% increase in July.

Upcoming meeting to plan for bargaining: While our contract doesn't expire until September 2018, we realize that we need to determine our priorities, start creating a plan to achieve them, and begin recruiting more bargaining team members. **We will be meeting on February 21 at 7 p.m. to begin this discussion; all members and all suggestions are welcome. Please contact your steward for the meeting address.**

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NUHW MEMBERS GATHER FOR STATEWIDE MEETINGS

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. At the Central Coast membership meeting on January 25, we had robust discussions about immigration, universal healthcare, the threat to our rights as a union, and much more. Members, stewards, retirees, and even fellow unionists of the Teamsters participated in this important discussion.

We also discussed two resolutions from our union's democratically 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. Our Central Coast group unanimously supported both resolutions.

If you'd like a copy of the resolutions, contact your union organizer.

“I am opposing a social order in which it is possible for one man who does absolutely nothing that is useful to amass a fortune of hundreds of millions of dollars, while millions of men and women who work all the days of their lives secure barely enough for a wretched existence.”

– Labor leader Eugene V. Debs, 1855–1926

For additional information, please contact NUHW Organizer Grant Joel Hill at (831) 521-8493 or ghill@nuhw.org.

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