



# NUHW NEWS AND VIEWS

Lakewood Regional Medical Center  
Los Alamitos Medical Center

## 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.

## LOS ALAMITOS MEMBERS WIN GRIEVANCES

NUHW members recently achieved a number of victories, including:

A member's termination notice for tardiness was rescinded when a steward noticed that management was counting tardy days that had already been overturned by an earlier grievance victory.

An EVS worker won the right to start work at 6:30 a.m. instead of 7 a.m. to help take care of her grandchildren in the afternoon.

Successfully transferring a member from a stressful position in her department to a release position with reduced responsibilities, where she will retain her full-time status and hours by filling in for other workers who are on temporary leaves or vacation.

## LAKWOOD MEMBERS RAISE SCHEDULING ISSUES

At our most recent labor-management meeting, we requested that all members have a set designated position instead of floating when there's a lack of staff coverage. For example, we have a member whose job is dedicated to preparing meals for physicians, but she often gets pulled away from her job to watch the front desk. This impacts her work because she's not able to devote her time to complete her primary responsibilities. We also proposed scheduling PTO based on seniority and creating an overlap of 30 minutes between incoming and outgoing shifts to ensure a smoother transition between shifts. We will follow up with these items at our next labor-management meeting.

## PROVIDENCE TARZANA MEMBERS PICKET AGAINST LAYOFFS OF SEIU-REPRESENTED HOUSEKEEPERS



More than 75 Providence Tarzana Medical Center workers picketed the hospital January 16 demanding that management bring back more than two dozen SEIU-represented housekeepers.

For years, the hospital had contracted

out housekeeping work to outsourcing firms that paid poverty wages. Providence Tarzana finally brought these jobs in-house, but refused to bring aboard at least 25 of its 57 housekeepers, claiming they are somehow no longer qualified to do their jobs.

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## 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 ten special general membership meetings across the state from January into early February to hear members' thoughts on how we should respond to the new federal government, hold politicians accountable to our communities, and stand up for each other and our patients. At membership meetings in Los Angeles and Orange County on February 4, we had robust discussions about immigration, universal healthcare, the threat to our rights as a union, and much 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.**

## NUHW MEMBERS TURN OUT TO WOMEN'S MARCHES

Dozens of red-clad NUHW members joined with millions of Americans January 21 to send a message to Donald Trump: We reject the misogyny he displayed on the campaign trail and we'll fight to save the Affordable Care Act, Medicare, and Medicaid. NUHW members participated in a number of women's marches throughout the state.

The NUHW contingent numbered well over a dozen in Oakland, where an estimated 60,000 people clogged city streets. There were so many people in Oakland, they could barely march.

But we had lots of fun standing in place. Dozens of NUHW members marched in what was the largest protest in the history of Humboldt County with an estimated crowd between 5,000 to 8,000 marchers. Several members also participated in a morning march in Sacramento.



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## PROVIDENCE TARZANA NUHW MEMBERS PICKET





Some worked for the hospital for more than a decade. With SEIU missing in action, NUHW members at Providence Tarzana have taken up the fight on behalf of their co-workers. The Catholic hospital refused to say why these workers – many of whom had made no secret they planned to join NUHW – weren't brought aboard. But the Los Angeles Daily News reported unnamed hospital officials saying that the housekeepers will have some new responsibilities, mainly the "ability to effectively interact with patients and their families to ease their concerns."

NUHW filed an unfair labor charge with the National Labor Relations Board contending the hospital "has applied a verbal English test not related to the job" for its housekeepers. The English requirement doesn't explain why these longtime workers were let go since most speak proficient English. The real reason is that the hospital wants to keep its new housekeeping unit union-free. "They only said that we have to speak English, but a lot of us speak good English," said Celia Ortiz, who had worked at the hospital for 16 years. "I still hope to have my job back. I feel like it's my life in there."

In December, caregivers held a vigil for the housekeepers that was covered by Spanish language outlets. Following the January 16 picket, they launched a video on Facebook, where it has been viewed more than 65,000 times in the cities served by the hospital.

*For more information, please contact NUHW Organizer Roberto Diaz at (310) 756-3691 or [rdiaz@nuhw.org](mailto:rdiaz@nuhw.org).*

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