



NUHW NEWS AND VIEWS

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

FEBRUARY 2017

NUHW members speak out at Petaluma Health Care District meeting

NUHW members at Petaluma Valley Hospital are urging the hospital's elected board of directors to be transparent in searching for a new company to operate the hospital — and guarantee that the next operator safeguard quality care, preserve jobs and honor collective bargaining rights.

Tuesday, January 17 marked the last scheduled meeting of the Petaluma Valley Hospital District before bids are due from companies interested in running the hospital. Questions have swirled around the hospital since St. Joseph Health announced last year it would cease operating it. Sheri Slaydon, an ultrasound technologist and shop steward, presented our call for the hospital directors to contract with a company that offers the following:

- A proven track record of providing quality care and adequate staffing levels
- A commitment to maintain existing patient services and establish family planning services.
- A commitment to preserve existing jobs and honor caregivers' collective bargaining rights and current labor standards.
- A commitment to improve care and expand services.
- A commitment to be honest and transparent with our community.

In what could be a hopeful sign, Board President Elece Hempel told Slaydon and other workers at the meeting that board members "are committed" to all five points raised by the union. But those words won't carry much weight until the hospital opens up about its search for a new operator and make it a condition that the operator honor patient and worker rights.

ST. JOSEPH NUHW MEMBERS TURN OUT TO WOMEN'S MARCHES

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.



NUHW members marched in Eureka.

Dozens of NUHW members from St. Joseph marched in what was the largest protest in the history of Humboldt County with an estimated crowd between 5,000 to 8,000 marchers. In Oakland, the NUHW contingent numbered well over a dozen, where an estimated 60,000 people clogged city streets. There were so many people in Oakland, they could barely march. Several members also participated in a morning march in Sacramento.

QUEEN ED TECHS FIGHT SCHEDULING CHANGES

Tony Ruiz, ED Tech, Queen of the Valley

Last week, my ED tech colleagues and I got an email from our boss, telling us that everybody's schedule was about to be changed in a big way. We all reached out to one another to discuss the issue, and realized the new changes weren't going to be good in terms of work-life balance or good patient care. We came up with some alternative scheduling ideas, but when some of us presented our ideas to our boss, we were told that these changes would be rolling out no matter what, and that if we didn't like it, that was too bad.



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SANTA ROSA MEMORIAL WORKERS WIN GRIEVANCE OVER UNJUST DISCIPLINE

In late January, we won a class-action grievance regarding management's unjust discipline of employees for not completing their continuing education courses on HealthStream. The HealthStream system was down, leaving members unable to access the program. Yet St. Joseph supervisors began disciplining members who did not complete their courses. Because the program was inaccessible and St. Joseph failed to reboot the program in a timely manner, we demanded that management rescind their disciplinary notices. We provided evidence that St. Joseph was aware of the situation. As a result, the employer rescinded all disciplinary actions related to the untimely completion of the HealthStream courses.

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 the North Bay meeting on January 24, the Humboldt meeting on January 25, and the Petaluma steward council meeting on February 2, 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.

MEET OUR QUEEN OF THE VALLEY BARGAINING TEAM!

Queen of the Valley workers won our union election by a 3-2 margin in November and immediately began preparing to bargain our first contract. First, we elected representatives from



each department to lead the fight for a fair contract. Then we surveyed members about what they wanted to improve. Many Queen employees cared deeply about achieving job security, professional growth, respect for seniority, fairness in pay and benefits, scheduling, staffing, among others. Meanwhile, Queen administration has chosen to appeal the election results.

"Queen's decision to waste money appealing the results of our union election proves how disconnected they've become from the work we do caring for patients," said Maria Garcia, an OB tech who has worked at Queen for 16 years. "Over the last several years, Queen has transformed from a pro-patient community hospital to a profit-driven corporation. We formed our union so we could protect ourselves, our families, and our community, and make the hospital prioritize patient care."

The good news is that we now have a seat at the table to negotiate directly with the administration. Our newly-elected bargaining team is committed, passionate, and ready to fight for a fair, pro-patient contract.

UPCOMING MEETINGS

PVH General Membership Meeting
Thursday, February 16
5:15 – 6:30 p.m. • Burns Hall

SRMH Steward Council Meeting
Tuesday, February 14
6 – 8 p.m. - cafeteria, B

PVH Labor-Management Meeting
Thursday, February 16
4 – 5 p.m. • Groverman Hall

SRMH Labor-Management Meeting
Wednesday, February 22
4 – 5 p.m. • LLC space 1

Humboldt Steward Council meeting
Wednesday, February 15 • 6 p.m. • room C1

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QUEEN ED TECHS FIGHT SCHEDULING CHANGES

Instead of accepting defeat, we decided to exercise our union right to bargain over changes to working conditions. We worked with our union rep to draft a letter to our boss, demanding that he cease and desist from making any scheduling changes until we had the chance to meet as a group and bargain with him. Within minutes of sending our letter, our boss contacted all of us ED techs and told us the changes had been cancelled, and that our schedules would remain the same. For us, this was a big lesson about what we can accomplish if we stick together and stand up for our patients and ourselves.

For more information, contact your NUHW organizers.

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