



# NUHW NEWS AND VIEWS

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

**APRIL 2017**

## Santa Rosa outpatient imaging workers win contract

Outpatient imaging workers at **Santa Rosa Memorial Hospital** voted unanimously to ratify our contract on March 30. Our union reached agreement with **Providence St. Joseph Health** to add 49 outpatient imaging workers in Service and Technical classifications, as well as one Professional, to the group of 700 service and technical workers who are already part of NUHW at Santa Rosa Memorial Hospital. The group includes imaging technologists in a variety of modalities as well as schedulers, medical receptionists, and more.

The tentative agreement followed a year of contentious bargaining over the impacts on staffing and patient care that would occur if workers floated between inpatient and outpatient positions.

"We're all very happy to have finally reached an agreement that provides some safeguards regarding staffing at our facility," said bargaining committee member and Mammography Technologist Lauren Machi, "and we're excited for the first time in years to get regular raises as well as having a voice concerning working conditions."

The agreement includes placement on the existing union wage scale, which provides for both cost of living and experience-based increases. It also includes protections for workers who don't complete the work of their co-workers who call off or are floated to the hospital. Finally, it includes a process that recognizes seniority and existing service to staff the outpatient facility during potentially expanded weekend, evening, and holiday hours.

## HUMBOLDT: STEWARDS ATTEND FIRST LABOR MANAGEMENT MEETING

In our contract campaign, we fought for and won the right to establish a Labor and Management Advisory Committee (LMAC), which met for the first time March 31.

Committee members Kari Helgeson (Radiology), Julie Johnson (MRI), Leah Lester (Respiratory - Redwood Memorial), and Don Skidmore (Surgery) met with committee members from the management side to discuss department productivity, excessive call hours, understaffing, inconsistent floating requirements, new education requirements, and the slow filling of vacancies. Hospital management explained their process for filling vacant positions and will respond to our other concerns at our next committee meeting on Friday, May 19.

Management committed to having the facilities department purchase and install bulletin boards for the union as required by our contract. The LMAC also requested the formation of a Clinical Ladder subcommittee to ensure that LVNs, Respiratory Care Practitioners, Surgical Techs, and Nursing Assistants can take advantage of the Clinical Ladder program called for in our contract, which is intended to provide workers with opportunities for professional development, recognition for performance, and career advancement.

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## NAPA: QUEEN CHALLENGES ELECTION AGAIN

In an unprecedented move, Providence St. Joseph Health is seeking to overturn its workers' vote to unionize at Queen of the Valley Medical Center for the third time.

In November 2016, Queen workers voted by a 3-2 margin to join NUHW. Providence St. Joseph Health executives fought the election result by appealing first to the regional labor board, then to the nation labor board. Both appeals were denied. Now they're preparing to file a lawsuit in federal court to overturn the ruling of the National Labor Relations Board. Providence St. Joseph argues that the vote-by-mail election process was undemocratic and denied workers a voice, despite the fact that turnout for the union election was extraordinary - 90 percent of eligible workers cast ballots

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## PROVIDENCE ST. JOSEPH HEALTH PROFITS

Providence St. Joseph Health is crying poverty. Workers at St. Joe's and Redwood have heard a lot lately about the hospitals losing money. The Sonoma County hospitals' CEO has proposed about a dozen layoffs.

The truth is that Providence St. Joseph's Humboldt and Sonoma hospitals are making plenty of money. Between July 1 and December 31 of 2016 here is how much each hospital reported to the state in total profit\*:

- Santa Rosa Memorial Hospital: \$24 million
- St. Joseph Eureka: \$16.6 million
- Redwood Memorial Hospital: \$7.2 million

We know that good union hospitals can make money. Providence-St. Joseph knows it too. Remember that when you hear management crying poverty, they're not talking about being in the red - they're talking about not making a big enough profit to satisfy their executives.

*\*According to the Office of Statewide Health Planning and Development.*

## SONOMA COUNTY: Reduction of Hours (ROH)

All of our union contracts have language limiting management's right to cancel shifts, defined as reduction of hours (ROH). At **Santa Rosa Memorial** and **Petaluma Valley** hospitals, here are our rights pertaining to ROH:

- No employee will be subject to mandatory ROHing for more than two full shifts or equivalent per pay period. We won this new limit in our last contract fight. In our old contract, there was no limit on management's right to ROH.
- ROHing starts based on the following order: volunteers, registry, workers on overtime, travelers (unless the hospital has to pay the traveler even when ROH'ed), temporary employees, part-time, relief, and finally full-time employees by rotation.
- Workers must receive two hours' notice; if there is not two hours' notice, workers will receive reporting pay.
- Use of PTO to make up ROH'ed hours is up to us, not the boss.
- If ROHing is excessive, we can meet with management and HR to discuss future mitigation
- In practice, ROHing should not be done in advance or on the schedule — ROHing must be related to "low census, volume or other reasons related to patient care and operations."

For more information on reduction of hours (ROH), review Article 19 of our contract.

## NUHW MEMBERS TAKE PART IN THE RESISTANCE

Scores of NUHW members are engaged in the resistance movement to defend working people, immigrants, and an equitable healthcare system.

NUHW members' commitment was on full display at many town halls. NUHW members participated in Assemblymember Jim Wood's town hall in Eureka and Congressman Mike Thompson's town hall in Napa. At Congressman Barbara Lee's joint town hall with Alameda County Supervisor Wilma Chan, dozens of workers from UCSF Benioff Children's Hospital Oakland gathered with more than 500 Oakland residents to discuss the importance of retaining services and care through the Affordable Care Act. At these town halls, many participants provided powerful testimonials about their own experiences trying to navigate our complex and often problematic healthcare system.

NUHW members were also out in full force to defend our right to healthcare. Kaiser IBHS and Optical leaders joined hundreds of their neighbors at a community meeting at the Maidu Community Center in Roseville on March 26 to champion Medicare for All in the form of SB 562: The Healthy California Act. Introduced in February by state Senators Ricardo Lara and Toni Atkins, SB 562 would develop a single-payer Medicare for All system that would establish comprehensive and accessible healthcare for all Californians, regardless of employment or immigration status. NUHW is among a broad array of labor and community groups sponsoring the fight for the Healthy California Act.



Humboldt members rally for healthcare.

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### HUMBOLDT STEWARDS ATTEND LABOR MANAGEMENT MEETING

The objectives of the LMAC meetings are:

- to resolve disputes before entering the grievance process;
- to review concerns about patient care and staffing;
- to evaluate and/or recommend improvements to internal processes for the benefit, health, and safety of employees covered by our union contract; and
- to provide an avenue to improve labor-management relationships at the hospital.

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### QUEEN CHALLENGES ELECTION AGAIN

Providence St. Joseph wants to force us to re-do the election. We insist that Queen of the Valley comply with federal law by recognizing our union and bargaining in good faith.

"We will not agree to re-do the election," said Ying Ying Wu, a Queen respiratory therapist and NUHW bargaining team member. "What would stop the Queen's corporate leaders from trying to overturn another vote that didn't go their way?"

**For more information, contact your NUHW organizers.**

#### **Humboldt**

Daniel Aukerman  
(707) 267-5530  
daukerman@nuhw.org

#### **Sonoma**

Larry Ligouri  
(707) 484-4105  
liligouri@nuhw.org

#### **Napa**

Hilda Poulson  
(510) 214-6732  
hpoulson@nuhw.org

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