



NUHW NEWS AND VIEWS

Glenn Dyer Detention Facility • Santa Rita Jail

MARCH 2017

Around the union

Here are the latest developments in the union, including grievance victories and bargaining updates:

Members at **Sutter-California Pacific Medical Center** in San Francisco won a path to staffing relief moments before they were scheduled to testify at a hearing about Sutter's refusal to honor our contract. After dragging its feet on the staffing issue for two years, Sutter finally conceded that an arbitrator can decide whether our nursing units are understaffed.

About 250 pharmacists, social workers, mental health clinicians, physical therapists and other professional workers at **UCSF Benioff Children's Hospital Oakland** voted overwhelmingly January 24 to join NUHW. These new members are coming on board as the union negotiates a new contract for approximately 900 technical, business/office clerical, and service workers at the hospital.

Members at St. Joseph's **Santa Rosa Memorial Hospital** won a class-action grievance to reverse management's unjust discipline of employees for not completing their online continuing education courses. After we provided evidence that St. Joseph knew that the online program was down and failed to reboot it in a timely manner, management rescinded all related discipline.

Emergency department techs from St. Joseph's **Queen of the Valley** in Napa successfully fought unfair scheduling changes. They sent a letter to the manager and demanded that he not make any scheduling changes until they've had the chance to bargain with him. Upon receiving the letter, the manager informed all ED techs that their current schedules would remain in place.

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GRIEVANCE VICTORY ON 4/2 SCHEDULING

Our stewards met with CFMG management in February to discuss our grievance over 4/2 scheduling. We agreed on a settlement framework that includes CFMG providing retroactive compensation for any hours missed due to the 4/2 scheduling. CFMG is currently compiling the data to send to our union for review.

MANAGEMENT REFUSES REQUEST TO NEGOTIATE ONLINE SCHEDULING TOOL

CFMG intends to implement an online self-scheduling tool that will require workers to go online every scheduling period and sign up for shifts. Our stewards asked CFMG representatives many questions about this tool, but CFMG was unable to provide specific answers. CFMG is also refusing to negotiate with our union about the specific rules, such as use of seniority, the length of the scheduling period, or how much time each person has to sign up for shifts. Our union is considering filing an unfair labor practice charge over this refusal to negotiate.

UNION CIRCULATES EMPLOYER SATISFACTION SURVEYS

When CFMG became our employer, everyone was required to go through probation again, even those of us who had been here for decades. After several months of poor scheduling, mixed messages from the transition team, and up-and-down staffing, our stewards agreed that we should conduct a survey of union members to evaluate CFMG as a probationary employer.

We circulated the survey in February, focusing on key issues like staffing, scheduling, and morale. NUHW research staff are currently analyzing the survey results, which will be presented at a future membership meeting at each jail. If you still have a completed survey, you can mail it to the NUHW office using the provided envelope!

STEWARD SPOTLIGHT: Q&A WITH ESTHER RUIZ nurse practitioner from the day shift at Glenn Dyer

Q. What led you to become a nurse practitioner in the first place?

A. I provided health care services to farmworkers a long time ago, performing similar work to that of a nurse practitioner. It was a seasonal job, so after that ended, I went to college on a full scholarship to become licensed as a nurse practitioner. I've been doing this for about 35 years now.

Q. What have you done over such a long career?

A. A bit of everything. I am bilingual and have worked with immigrants. I've worked in women's health with high-risk populations. I've worked with patients who have opiate problems. I've worked with gang members. I'm told I have an ability to talk with young people.

Q. What led you to work in a jail?

A. A registered nurse friend who works at Santa Rita gave me a call and encouraged me to apply. My experiences working with diverse communities in the past have prepared me for this.

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Around the union

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Dietary workers at **Queen of the Valley** forced management to respond to their concerns about the kitchen renovation and secured a strong agreement that protects their jobs and provides a fair process for arranging schedules and assignments during and after the renovation. Despite management keeping workers in the dark about their renovation plans, NUHW members demanded to bargain over the impact and prevailed.

After a months-long evaluation process, the public Petaluma Health Care District selected El Segundo-based Paladin Healthcare to operate **Petaluma Valley Hospital**. The decision will have to be approved by district voters in a special election in June. NUHW members have urged the hospital's elected board to be transparent in searching for a new hospital operator and will continue to monitor this process.

More than a dozen stewards and members at **Salinas Valley Memorial Hospital** attended a training on Weingarten rights. Participants reported that the interactive training was helpful, and they plan to bring this knowledge to their worksites.

A steward from **Los Alamitos Medical Center** in Orange County saved a member's job when she noticed that management was incorrectly counting tardy days that had already been overturned by a grievance victory. The steward succeeded in getting management to rescind the member's termination notice.

Bargaining is underway at eight facilities: UCSF Benioff Children's Hospital Oakland, Queen of the Valley, Mission Neighborhood Health Center in San Francisco, Kindred Hospital Bay Area in San Leandro, Fountain Valley Regional Hospital in Orange County, Norris Cancer Hospital of USC, and Brius Healthcare's San Rafael Health and Wellness Center and Novato Healthcare Center.



UNDERSTANDING YOUR WEINGARTEN RIGHTS

Your Weingarten rights guarantee you union representation in a meeting with management that may result in discipline. But you **must** request a shop steward or a union representative be present in the meeting. When management calls you into a meeting, ask first:

“Can this meeting or discussion in anyway lead to my being disciplined or terminated?”

If the answer is **yes** or **possibly**, say:

“I request that my union steward or representative be present for the meeting. Once they arrive or are available, I'll participate in the meeting.”

If the employer denies the request, the employer has committed an unfair labor practice. You have the right to refuse to answer questions. The employer may not discipline you for such refusal.

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STEWARD SPOTLIGHT: Q&A WITH ESTHER RUIZ

Q. What is caring for inmates like?

A. Everyone deserves and has the right to appropriate medical care and that's what they will get from me. It doesn't matter why they are in jail. I'm totally non-judgmental.

Q. Why did you run to become a shop steward?





A. I'm not one to do anything halfway. Besides, my co-workers know I have no fear when it comes to defending my patients.

Q. What do you do outside of work?

A. I've traveled a lot, and I love my work, but my kids are the most important thing for me. I have three kids — one about to finish high school, one who is at UCLA, and one who is an aspiring comedian. I talk about them constantly. Being a mom is the most important thing I've ever done.

For more information, please contact NUHW Organizers Alex Early at (617) 816-4260 or aearly@nuhw.org, or Dennis Dugan at (541) 979-0395 or ddugan@nuhw.org.

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