



NUHW NEWS AND VIEWS

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

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.

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evidence that St. Joseph knew that the online program was down and failed to reboot it in a timely manner, management rescinded all related discipline.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.

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.

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HAZEL HAWKINS MEMBERS CHALLENGE NEW AUDIT FORMS

This month we will meet with Human Resources to discuss the development of a new audit form. Once we learned that management wanted to introduce its version of a new audit form to the registration department, we told them that the new form represented a change in working conditions and demanded to bargain over the change. If your department or manager proposes or implements changes to wages, hours, or working conditions, please contact your steward or union organizer immediately. Management cannot make changes to those areas unless they bargain with the union first.



Stewards and members Hazel Hawkins.

SALINAS VALLEY: PSL CHANGES MOVE TO ARBITRATION

We have not been able to reach an agreement with management on the hospital-imposed changes to our PSL policy. While we are moving the matter to arbitration, we're still working to resolve this issue before reaching an arbitration hearing date.

UNDERSTANDING YOUR WEINGARTEN RIGHTS



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Around the union

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Despite management keeping workers in the dark, 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 will continue to monitor this process.

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.

After members at **Kindred Hospital Brea** in Orange County repeatedly raised concerns about low staffing and its impact on patient care, management finally agreed to staffing solutions proposed by members, including creating a turn-and-lift team, developing a response system to call lights, and allocating time before each shift for an informal huddle to discuss workload.

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 Brios Healthcare's San Rafael Health and Wellness Center and Novato Healthcare Center.

VNA LEADERS GATHER FOR MEETING

On February 21, we had a membership meeting and discussed concerns in the workplace and ideas for growing our union. It was a very constructive meeting that lasted over two hours. We encourage more members to get involved at our next meeting this spring. More details to come about the meeting.

WORK-FREE BREAKS NOW MANDATORY

How many times do our breaks get interrupted by a ringing phone, or by a supervisor or manager asking us to help out with something?

As the California Supreme Court ruled recently, "during rest periods employers must relieve employees of all duties and relinquish control over how employees spend their time.... A rest period, in short, must be a period of rest."

WHAT DOES THIS MEAN?

- If you are required to be on call during a break, it's not a break.
- If you get called to work during a break, you must be given another break or paid an hour's pay for not receiving your full break.

If you or your co-workers are expected to be on call during your break, please contact your shop steward or union organizer, as your employer may be violating California law.

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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.

UPCOMING MEETINGS

SVMH Membership Meeting

Wednesday, March 15
Every third Wednesday
4:30 – 6 p.m.
Room CP 1&2

Hazel Hawkins Steward Council meeting

Date & Location TBD

SVMH Steward Council meeting

Wednesday, March 1
Every first Wednesday
4:30 – 6 p.m.
Room CP 4

VNA Steward Council Meeting

Date & Location TBD

*For additional information, please contact NUHW Organizer
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