



NUHW NEWS AND VIEWS

Keck Hospital of USC • Sodexo at Keck Hospital of USC
Norris Cancer Hospital of USC • Sodexo at Norris Cancer Hospital of USC

MARCH 2017

Around the union

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

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.

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.

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.

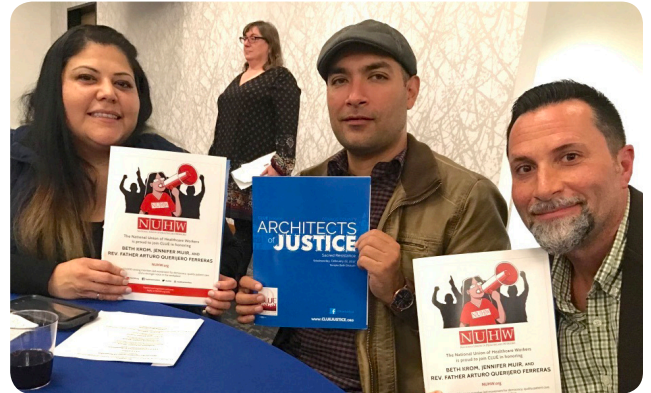
Members at **Sutter-California Pacific Medical Center** in San Francisco won a path to staffing relief moments before they were scheduled to testify at a hearing about Sutter's refusal to honor our contract. After dragging its feet

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KECK USC MEMBERS CELEBRATE INTERFAITH WORKER JUSTICE ORGANIZATION

Keck USC members joined activists around Southern California to celebrate Clergy and Laity United for Economic Justice (CLUE) at its annual Architects of Justice event held in Orange County on February 22.

CLUE is an interfaith worker-justice organization that brings together the faith community to support workers and their families in their struggles for justice and dignity in the workplace.



Left to right: Keck respiratory therapist Noemi Aguirre, NUHW supporter Ricardo Aguirre, and Keck respiratory therapist James Ayers.

CLUE was one of our strongest community partners during our contract fights for Keck and Sodexo workers. During the two contract campaigns, they rallied alongside us at our info pickets and strikes, signed letters of support, and delivered a letter and our petitions to USC President C.L. Max Nikias.

UNDERSTANDING PRECEPTOR PAY

A preceptor is an experienced staffer who serves as a clinical role model and resource guide to a newly hired or newly transferred employee. The preceptor orients the new employee to their roles and responsibilities on their unit and introduces them to the formal and informal rules, customs, culture, and norms of their co-workers and workplace. A preceptor is not required to float, nor are they subject to daily cancellations when working a shift as a preceptor.

When you serve as a preceptor, you should receive an extra 5 percent on top of your base pay. But to become eligible for the extra 5 percent, you must complete

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NORRIS SODEXO WORKERS CLOSER TO AGREEMENT



Norris Sodexo workers completed their third bargaining session March 6 and are getting closer to a tentative agreement. Bargaining team members Rosa Cuadra, Michelle Terriquez, Cindy Gorman, Maria Garcia, Maria Marin, and Sonia Tejada attended that session. Be sure to check your bulletin board for bargaining updates.

Join us at our next bargaining sessions!

Wednesday, March 29 and Friday, March 31, 10 a.m. to 5 p.m.
Federal Mediation and Conciliation Service, 550 N. Brand Blvd., Ste 1150, Glendale

Around the union

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on the staffing issue for two years, Sutter finally conceded that an arbitrator can decide whether our nursing units are understaffed.

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.

An EVS worker at **Los Alamitos** 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.

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 & Wellness Center and Novato Healthcare Center.

BARGAINING CONTINUES FOR NORRIS SERVICE AND TECH



Front to back: Bargaining team members Mike Moon, Linda Jefferson, Andrew Fernandez, Karly Ruston, and Ricardo Rodriguez at bargaining on February 27.

Service and technical Norris workers had several bargaining sessions last month and continued to make progress toward a contract. Management still has not responded to our proposals, including our comprehensive economic proposal. Outstanding items include wage scales, benefits, holidays, and the termination clause of the contract. Be sure to check your bulletin board for bargaining updates.

Join us at our next bargaining sessions on Monday, March 20 and Thursday, March 30 from 9 a.m. to 5 p.m. in the HR Soto II building.

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UNDERSTANDING PRECEPTOR PAY

the preceptor training course through the education department and be designated as an official preceptor by our supervisors and HR. If you're informally serving as a preceptor, contact your immediate supervisor and HR to receive the official designation and call or send an email to HR to see the upcoming training schedule.

Since the preceptor pay language is new to our contract, there may be some confusion about its implementation. If you're serving as a shift trainer or preceptor, you should contact the NUHW Organizer Michael Torres to ensure that you're receiving the proper designation and compensation.

For more information on preceptor pay, review Article 13 in your contract.

STEWARD RECRUITMENT

We are recruiting stewards to help strengthen our union and enforce our contract. Please contact a steward if you're interested.

BIOMED Carlos Gularte	Elvira Campos Roy Yanez	Anjila Sharma Akena Scotland Marcheta Collina	PULMONARY Basil Nasir
CENTRAL STERILE Joel Carino Rafael Martinez Raymond Lopez Sossie Elmajian Nelson Roman Suhay Rivera Annai Rocha Francisco Herrera	FACILITY Manuel Ramirez	MATERIALS MANAGEMENT Gerry Valadez	RESPIRATORY Adela Rea Alex Corea Noemi Aguirre
CT IMAGING Mark Bosteder	GI/ENDOSCOPY Claudia Hildago	OPERATING ROOM Daniel Olivares Nicole Ambris Miguel Valdivia Debora Springer	SODEXO – CAFETERIA Hilda Pena Armando Hernandez Delovin Yoakum Elvis Careaga Crystal Pool Diluvina Ramirez
EVS Oscar Mata	IMAGING/RADIOLOGY Creight Fontenelle Matia Cajina Charlene Hsu Otis Leonard	OUTPATIENT Shirley Calderon	
	LABORATORY Traci Mills Diego Cordero	PHARMACY Tommy Kwan	

UPCOMING STEWARD COUNCIL MEETINGS

Keck USC: Wednesday, April 12 • 2 – 4 p.m. • Cardinal Room, KH first floor

Keck Sodexo: Tuesday, April 18 • 1 – 3 p.m. • Cafeteria

For additional information, please contact NUHW Organizer Michael Torres at (213) 254-8701 or mtorres@nuhw.org.

NUHW

NATIONAL UNION OF HEALTHCARE WORKERS

