



NUHW NEWS AND VIEWS

Sutter–California Pacific Medical Center

APRIL 2017

Around the union

More than 60 workers at **Keck Medical Center** at the University of Southern California voted overwhelmingly to join NUHW in the past month. On April 12, workers at Keck's Beverly Hills clinic voted 94 percent voted to join. Six inpatient radiology workers and nearly 40 lab and outpatient radiology workers voted in March to join. Their goals are to improve staffing and the quality of care at the hospital, protect benefits, and achieve parity with their NUHW-represented colleagues at Keck. We now represent more than 1,000 workers at USC facilities.

Service and technical workers at **UCSF Benioff Children's Hospital Oakland** won a three-year contract, totaling 14 percent wage increases, including across-the-board increases, retroactive pay, and market adjustments for all employees. Workers also won improvements in other areas, including shift differentials, tuition reimbursement, meal allowance, and more. NUHW represents two additional bargaining units at the hospital.

Sterile processing techs at Napa's **Queen of the Valley** organized their co-workers in other departments to join them in a march on the boss to address chronic understaffing and poor communications at the hospital. In their meeting with the hospital's CEO, they outlined issues and asked management to take specific, concrete steps to resolve them. Management committed to deal with these staffing issues by hiring and

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OUR NUHW JOBS ARE SECURE BECAUSE WE'VE FOUGHT FOR THEM

We enjoy job security at Sutter-CPMC because we fought for it during our contract campaigns. Our union contract protects our jobs in a number of ways:

- Our contract prohibits Sutter-CPMC from subcontracting bargaining unit work for the duration of the agreement.
- Our jobs are also protected when the new Van Ness and Geary facility opens in 2020. NUHW representation and job security at the Davies and Pacific campuses extends to the same classifications at the new facility. Our contract calls for the union and the employer to meet regularly to plan the transition once we get within two years of the opening date.
- We also have staffing protection through a joint labor-management staffing committee that we won after the 2005 strike. The committee meets to review any proposed changes in staffing levels, and if both parties cannot come to an agreement, they may seek a binding decision by a neutral third party. Although we are having a dispute in Nursing about this contract language, even Sutter agrees that we can challenge proposed reductions and seek relief through arbitration.

Outside of what we've fought for in our contract, we have tremendous support from the community. San Francisco is a union town. NUHW is active and engaged in local politics, so we'd have many community leaders and allies to support us should Sutter shortchange their workers.

For more information, see Appendix H, Appendix N, and Article XVI of your contract.

BUILD OUR UNION'S POLITICAL POWER!

NUHW stewards and members will conduct a COPE drive to help build NUHW political power from April 20 to May 31. COPE – our union's Committee on Political Education – allows us to fight for Healthcare for All and better government policies on healthcare and labor.

COPE also helps us elect candidates who share our values and goals and who can help us win our contract fights. Since union dues cannot be used for federal elections, the only way we can influence political races is through voluntary monthly COPE donations from our members. During the COPE drive, Stewards will talk to members about COPE and why it's important, and ask members to donate \$5 a month to help build our power.



CPMC members volunteered for Hillary Ronen's successful campaign for San Francisco Board of Supervisors last fall. Ronen, a long-time aide to Supervisor David Campos, has been a strong supporter of our contract fights in San Francisco.

Around the union

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strategically using more per diems, and to respond soon with a more thorough plan.

After a year of contentious bargaining, NUHW reached an agreement with **Providence St. Joseph Health** to add 49 outpatient imaging workers to our 700-member bargaining unit at Santa Rosa Memorial Hospital. The agreement includes placing workers on the existing union wage scale, which provides wage increases for both cost of living and experience. It also includes protections for workers who don't complete the work of co-workers who call off or are floated to the hospital from their clinic. Finally, it includes a process that recognizes seniority for staffing during expanded weekend, evening, and holiday hours.

Patient care committee meetings are up and running at **Kindred Hospital Brea** and **Kindred Hospital Westminster** in Orange County. Committee members at both hospitals have been meeting regularly to address staffing issues and develop solutions. Both committees fought to re-implement interdepartmental huddles to address workload and other workplace issues.

ER admitting workers at **Providence Tarzana Medical Center** began implementing a new trial of 12-hour shifts. They organized, drafted a proposal, and successfully convinced management to agree to a schedule of 12-hour shifts instead of the usual 8-hour shifts for a two-month trial period beginning in February. Fewer work days would allow workers to spend more time with their families, attend their children's school activities, and pursue educational courses.

NUHW MEMBERS TAKE PART IN THE RESISTANCE

Throughout the state, 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. 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. NUHW members also participated in Assemblymember Jim Wood's town hall in Eureka and Congressman Mike Thompson's town hall in Napa. At these town halls, many participants provided powerful testimonials about their own experiences trying to navigate our complex and often problematic healthcare system.



UCSF Benioff Children's Hospital Oakland workers at Congressman Barbara Lee and Alameda County Supervisor Wilma Chan's town hall.

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



Providence St. Joseph workers in Humboldt County rally for healthcare for all.

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.

UPCOMING EVENTS

NUHW Steward Council meeting

Tuesday, April 20 • 1 p.m.
Cal Campus. All members welcome!

Steward training

Saturday, April 29 • 10 a.m. – 3 p.m.
Conference Room A, PAC Campus
Training will include basics of representation, meeting with management, organizing, and the role and protections of the shop steward in labor relations.

Senator Scott Wiener, Assemblymember Phil Ting, and Assemblymember David Chiu's town hall on SB 31 (sanctuary state)

Saturday, April 22, 2 – 4 p.m.
Mission High School Auditorium
3750 18th Street, San Francisco

SB 562 – rally in Sacramento

Wednesday, April 26
The single payer bill hits the senate committee floor today. Rally at noon and then a march over to the Capitol for the 1 p.m. hearing. **If you need a ride to Sacramento from our Emeryville office, please RSVP first to Vanessa Coe at vcoe@nuhw.org.**

May Day activities

Monday, May 1
Oakland: meet at Fruitvale Plaza at 3 p.m. and march to San Antonio Park
San Francisco: 11 a.m. march from Justin Herman Plaza to Civic Center

SB 562 Lobby Day – Friday, May 19

More details forthcoming

For additional information, please contact NUHW Organizer Ryan Olds at (503) 421-4538 or rolds@nuhw.org.

NUHW

NATIONAL UNION OF HEALTHCARE WORKERS

