



# NUHW NEWS AND VIEWS

## Mission Neighborhood Health 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.

NUHW members at **Sutter-California Pacific Medical Center** won two grievance victories by forcing management to honor union jobs and seniority:

- 1) An Anesthesia Technician received pay for a shift that management gave to a non-union employee.
- 2) Two EVS employees received overtime pay after management gave the overtime opportunity to a less-senior employee.

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### NUHW MEMBERS WIN STRONG CONTRACT

After 10 months of bargaining and eight months, NUHW members at Mission Neighborhood Health Center won a strong contract that boosts wages, includes retro pay, and protects benefits. Most language and issues remained the same in the new three-year agreement, including the option to remain on a Kaiser health plan. Members will receive total wage increases of 5 percent, plus 3 percent retroactive pay. We also won a new mutual respect and courtesy clause – one of the priorities members identified in our bargaining survey.

"I'm glad that it was resolved in a good way," said shop steward Esther Pinell. "I'm glad that it's over and that we did not settle initially, and managed to fight for more."

Management was slow to move in bargaining but steady pressure by NUHW members and our community allies moved the clinic beyond what they wanted to give in compensation. Our campaign culminated in an action at an MNHC Board of Directors meeting where more than half of our membership attended. NUHW members Esther Pinell, Lydia Rodriguez, and Ebony Campos spoke about their financial struggles in the expensive Bay Area and how NUHW's modest proposal would help their families. They called on the board to invest in workers so that we can have adequate staffing and avoid staff turnover.

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### BUILD OUR UNION'S POLITICAL POWER!

NUHW stewards and members will conduct a COPE drive to help build NUHW political power from April 15 to April 30. 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.



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

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## Around the union

### **continued from front**

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 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.

## STEWARD SPOTLIGHT: MILLIE CUEVAS

For the first time in many years, the Excelsior Clinic for Mission Neighborhood Health Center has a shop steward: Millie Cuevas.

"Our clinic needs representation," said Millie, a medical assistant. "Because we didn't have a shop steward, we did not always know the rules and regulations or understand our contract. It's important that we have someone here who can make sure we have the contract protections that we should."

Millie served as a shop steward previously before taking a non-union position four years. As a steward, she hopes to help keep the Excelsior group involved in the union and to help with future contract battles.

"It is very important that we stick together and protect our benefits moving forward," said Millie.

## 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 Congressmember 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 at Congressmember Barbara Lee and Alameda County Supervisor Wilma Chan's town hall.

UHW members also participated in Assemblymember Jim Wood's town hall in Eureka and Congressmember Mike Thompson's town hall in Napa. Many participants provided powerful testimonials about their own experiences trying to navigate our complex and often problematic healthcare system.

### **continued from front, NUHW members win strong contract**

"The board action was beautiful. We told them how hard it is to live check to check," said Ebony, a medical assistant in adult medicine. "I wanted them to know that we could go to a hospital and make more money, but this is our home, and we are dedicated to our patients. That's why I decided to speak up."

We demonstrated our resolve to management with a number of other actions, including gathering signatures for a petition, marching on the boss to deliver the petition, and turning out members for bargaining sessions. Mission members were also very active politically active in the November election, completing 22 volunteer shifts. Political support was a huge asset in helping us settle the contract. Supervisors and their legislative aides made phone calls and offered to mediate our contract talks. San Francisco Supervisor Ahsha Safai's legislative aide expressed support for us at an MNHC Board of Directors meeting.

"In the end, we had great participation in our actions, and the political support proved key," said Esther. "It is important in the future that we do things like this much earlier and not listen to the folks who tell us we don't need to participate. We need participation and political power to protect our healthcare and to get an even better contract next time."

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