



NUHW NEWS AND VIEWS

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

MAY 2017

Around the union

More than 30 caregivers and their allies picketed Brios-owned **San Rafael Healthcare and Wellness Center** on May 7 to alert the facility's neighbors that Brios is short-changing Marin County patients and workers. After more than three years without a contract and five years without a raise, workers are demanding livable wages and safe staffing levels.

Workers at **Mission Neighborhood Health Center** in San Francisco won a strong contract that boosts wages and protects benefits. Members will receive total wage increases of 5 percent, plus 3 percent retroactive pay.

Workers at **Fountain Valley Regional Hospital** in Orange County won a strong first contract that improves health insurance benefits, expands job security, and provides guaranteed annual wage increases. The contract also mandates the creation of a Patient Care Committee that will give caregivers direct input into ensuring quality care. The settlement comes on the heels of a successful informational picket last month during which more than 200 members rallied outside the hospital.

Service and technical workers at the University of Southern California's **Norris Cancer Hospital** ratified their first contract, achieving parity with NUHW-represented service and technical workers at USC's Keck Medical Center on retirement benefits, tuition assistance, employer-paid health insurance, guaranteed annual raises, and other workplace rights.

continued on reverse



SALINAS VALLEY MEMORIAL

STEWARDS HONORED BY MONTEREY LABOR COUNCIL

The Monterey Bay Central Labor Council honored Salinas Valley Memorial stewards Mary Serrano and Patty Torres with the Unionist of the Year awards for their outstanding commitment to their co-workers at the council's annual awards dinner on April 28. Stewards from Hazel Hawkins also attended to celebrate their fellow stewards. All our leaders in attendance had the opportunity to meet with Monterey County Board of Supervisor Luis Alejo and State Senator Bill Monning.

Above: From left to right, Patsy Myers, Mary Serrano, Bill Monning, and Lilliana Casas.

SALINAS VALLEY MEMORIAL

"ROOM SERVICE" ROLLOUT FACES STAFFING PROBLEMS

Barely a month in, short staffing has already affected the rollout of the "Room Service" model. Management did not listen to our concerns when we asked for a higher level of staffing before implementation. We were concerned that switching from "batch cooking" to "room service made-to-order" would require more staff. Management now realizes they need more staff to properly execute the program, but they've only responded with stopgap measures, for example, adding staff arbitrarily for four hours at a time. Management has not committed to adding more positions. We're currently organizing among each other to figure out a strategy to increase staffing.

HAZEL HAWKINS MEMORIAL

MANAGEMENT INVESTIGATES NEPOTISM CLAIMS

Our union and the California Nurses Association have provided hospital management with information regarding our concerns of nepotism in the facility. Our goal is to ensure that there's a fair and transparent hiring and promotion process. Management is investigating based on the information we provided.

NUHW CONDEMNS OBAMACARE REPEAL VOTE

NUHW denounced the U.S. House of Representatives' May 4 vote to repeal Obamacare and replace it with a plan that strip four million Californians of their health coverage and boost costs for many more.

"The Republican bill is a massive tax break for insurance companies, Big Pharma and the rich at the expense of millions of low-income and middle class Americans who once again won't be able to afford health coverage," NUHW President Sal Rosselli said. "Healthcare

continued on reverse

Around the union

continued from front

More than 90 workers at USC's **Keck Medical Center** voted overwhelmingly to join NUHW in the past month. On April 27, five START clinic workers voted to join NUHW. Twenty-eight workers from the orthopaedic clinic and women's health clinic voted April 19, and 17 workers at Keck's Beverly Hills clinic voted April 12. Six inpatient radiology workers voted March 29, and nearly 40 lab and outpatient radiology workers voted to join March 23. We now represent more than 1,000 workers at USC facilities.

Five **Kaiser Permanente** biorepository workers in Berkeley voted March 9 to join NUHW to address short staffing and poor management practices in their workplace. These workers are responsible for receiving, processing, and storing saliva and blood samples, and for pulling samples for extraction, quantification, and normalization.

NUHW leaders from Northern California joined hundreds at a community meeting in Roseville and a rally in Sacramento in support of **SB 562, the Healthy California Act**. Passing the bill would make California the first state to have universal healthcare.



UPCOMING MEETINGS

SALINAS VALLEY MEMORIAL

Steward Council meetings are every first Wednesday of the month from 4 to 6 p.m. and open to general members to attend after 5 p.m.

Steward training

Saturday, June 3
location TBA

HAZEL HAWKINS MEMORIAL

Steward Council meetings are every second Thursday of the month from 4 to 5:30 p.m. and open to general members to attend after 4:30 p.m.

Steward Training

Sunday, May 28
9 – 11 a.m. in the boardroom

VNA SANTA CRUZ

Labor-management meeting

Wednesday, May 31, location TBA

If you have any concerns you'd like address, please contact a steward or NUHW organizer Grant Hill.

continued from front, Obamacare repeal

workers know a con when they see one, and we will fight to keep this bill from becoming law and pass legislation in Sacramento making California the first state to provide universal coverage."

The 217-213 vote took place before the Congressional Budget Office could examine the impact of the legislation. Under the bill, states would have the option to let insurers once again raise premium costs on people with pre-existing conditions such as pregnancy, obesity, and mental illness, and offer plans that deny coverage for maternity services, therapist visits, and prescription drugs.

If approved by the Senate and signed into law, the Republican bill would imperil health care in California, which added 5 million people to the insurance rolls under Obamacare. The new legislation would:

- Cost California \$15 billion a year – and up to \$22 billion a year by 2027 – in Medi-Cal funding that will force the state to leave millions of low-income residents uninsured.
- Significantly cut tax credits that make health insurance affordable for 90 percent of the 1.5 million Californians enrolled in the Covered California insurance marketplace.
- Effectively cancel coverage for mental health and substance abuse treatment for Medi-Cal recipients.

"Our members are at the forefront of fighting for true mental health parity," Rosselli said. "We will not let the Republicans in Washington turn back the clock to the dark era when millions of people were priced out of the care they needed."

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.

For additional information, please contact NUHW Organizer Grant Joel Hill at (831) 521-8493 or ghill@nuhw.org.

NUHW
NATIONAL UNION OF HEALTHCARE WORKERS

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