



# NUHW NEWS AND VIEWS

Kindred Hospital Bay Area

Kindred Hospital Brea • Kindred Hospital Westminster

**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*

## SAN FRANCISCO BAY AREA

### TECHNICAL WORKERS & RNS RATIFY CONTRACT BY 91 PERCENT

Members at Kindred San Francisco Bay Area voted by a 91 percent margin May 17 and May 22 to ratify a new contract for two separate bargaining units – RNs and Technical workers: Respiratory Therapists, Respiratory Care Practitioners, Radiology Technologists, Phlebotomists, Operating Room Technicians, Materials Management Clerks, and Laboratory Technologists.

The three-year agreement provides wage increases of 3 percent each year for the Technical classifications and of 5 percent the first year and 3 percent each year after for RNs. In addition, there were some modest, special adjustments for several Respiratory Therapists and Respiratory Care Practitioners.

Although Kindred did not agree to a big enough wage increase to prevent chronic turnover, this contract can be a first step in changing the mentality of the company that seems to consider high turnover acceptable. Our contract can also be an effective way to address work-related issues such as short-staffing. And given the uncertainty of the future of Kindred in the Bay Area, our contract can protect our members should there be a new owner.

We still have much work to do. Together, Technical workers and RNs can join with the service workers to make Kindred a better place to work.

## BREA & WESTMINSTER

### UNDERSTANDING ADDITIONAL WORK

Among the improvements Kindred Brea and Kindred Westminster members won in our 2015 contract was the creation of a system to address staffing in the event of call-offs, vacations, and other absences.

This system – as specified in Article 8: Additional Work of the Brea and Westminster contracts – helps maintain adequate staffing when regular staff is out and provides a fair procedure for management to schedule workers who are interested in taking extra shifts. It requires management to create and post a monthly sign-up list for members to note their interests in additional work. Management must post it before they finalize the schedule, and will then call workers on the sign-up list to fill in as needed.

The call-in procedure is laid out in the contract by rotation and seniority: full-time employees and part-time employees not on overtime are first on the call list, followed by per-diem employees, then full-time and part-time employees on overtime.

The additional work section of the contract is a way to combat short staffing and help ensure quality patient care. If you're not sure where your department keeps their additional work sign-in sheet, ask your manager. If there's still confusion after that, let your steward know.

## BREA & WESTMINSTER

### BUILDING OUR UNION'S POLITICAL POWER!

NUHW stewards and members conducted a COPE drive at Brea and Westminster in May to help build our union's political power. COPE – our union's Committee on Political Education – allows us to fight for Healthcare for All and better government policies on healthcare and labor.

*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.

continued from front, COPE

COPE also helps us elect candidates who share our values and goals and 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 the importance of COPE and ask members to donate \$5 a month to help build our power.

Last summer Brea and Westminster NUHW members volunteered for Bao Nguyen's campaign for Congress. Nguyen, the former mayor of Garden Grove, is a strong supporter of Orange County NUHW members and has joined our picket lines, written letters to CEOs urging them to settle fair contracts with us, and even joined our Fountain Valley Regional Hospital members in a march on the boss.

"COPE is extremely important to our contracts," said Marsha Shannon-Mabry. "We need community and political support in order to win fair contracts, and we can't do that without contributing to COPE. Even giving the bare minimum of \$5 a month can help us win hundreds or thousands of dollars in the future."



## 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 more information, please contact your NUHW organizers  
 Brea/Westminster: Omari Averette (626) 429-2158 or [oaverette@nuhw.org](mailto:oaverette@nuhw.org)  
 Bay Area: Alexandra Early, (617)816-4260 or [aeearly@nuhw.org](mailto:aeearly@nuhw.org)



**NUHW**  
 NATIONAL UNION OF HEALTHCARE WORKERS

[NUHW.org](http://NUHW.org)  
[healthcareworkers](https://www.facebook.com/healthcareworkers)  
[NUHW](https://twitter.com/NUHW)  
[healthcareworkers](https://www.youtube.com/channel/UC...)