



NUHW NEWS AND VIEWS

Keck Hospital of USC
Sodexo at Keck Hospital of USC
USC's Norris Cancer Hospital

SEPTEMBER 2016

Quality of Care Committee

The Quality of Care Committee comprises six bargaining unit employees selected by NUHW and six management employees selected by the employer. In addition to these committee members, one designated union representative may participate in the meeting.

The purpose of the committee is to monitor the quality of patient services, to recommend improvements in patient service, and to constructively discuss the quality of the working environment. The employer will pay four hours per quarter of paid time for each employee to a maximum of six. One employee will serve as an alternate.

The following individuals were selected by their co-workers to participate on the committee:

Basil Nasir

Pulmonary Function Lab

Myeisha Stewart

Float/Nursing Floors

Erica Glenn

PCT Nursing Floors

Morena Rivas

PCT Nursing Floors

Noemi Aguirre

Respiratory Therapy

Creight Fontanelle

Radiology

Gerry Valadez

Materials Management

UNDERSTANDING YOUR CONTRACT

Holiday schedules are in effect for departments with three or more people. Please review the following holiday rotations.

	2015	2016	2017	2018
"A" Rotation	New Year's Day, Presidents' Day, & Labor Day	Christmas Day, Independence Day, & Martin Luther Day	Thanksgiving, Day After Thanksgiving, & Memorial Day	New Year's Day, Presidents' Day, & Labor Day
"B" Rotation	Thanksgiving, Day After Thanksgiving, & Memorial Day	New Year's Day, Presidents' Day, & Labor Day	Christmas Day, Independence Day, & Martin Luther King	Thanksgiving, Day After Thanksgiving, & Memorial Day
"C" Rotation	Christmas Day, Independence Day, & Martin Luther King	Thanksgiving, Day After Thanksgiving, & Memorial Day	New Year's Day, Presidents' Day, & Labor Day	Christmas Day, Independence Day, & Martin Luther King

In a department/unit within a shift with three or fewer employees, holiday scheduling shall be determined by seniority or by rotation, as determined by an annual vote of bargaining unit members.

Each employee may initially bid for which holiday rotation into which they wish to be placed and such bids will be honored in seniority order. Once an employee has been placed into a holiday rotation, he/she will remain in that rotation unless or until he/she changes position and/or shift. Each of the three rotations will contain a balanced number of employees. Should an adjustment to balance be necessary that cannot be resolved through attrition, the parties shall meet to resolve the problem by mutual agreement.

When a new employee is hired or transferred into a department/unit and/or shift, the employee will be assigned into the holiday rotation schedule of the former employee. Or if it's a new position, the hospital will assign such employee into one of the three holiday rotations with the intention of maintaining a balanced number of employees in each holiday rotation.

In the event there are more employees scheduled to work in a holiday rotation than are necessary to staff the unit on a designated holiday, such employees may request to be scheduled off. Requests to be scheduled off shall be awarded on the basis of seniority or date of hire, whichever is applicable, subject to the operational needs of the hospital. Scheduled holiday shifts may be traded pursuant to Article 11, F.5.

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120 USC Norris Cancer Hospital employees join NUHW



Caregivers at USC's Norris Cancer Hospital voted by a 2-1 margin to join NUHW in August, adding to a string of recent NUHW victories, including Tenet's Fountain Valley Regional Hospital. Norris workers will soon fill out bargaining surveys and nominate their bargaining committee. Welcome NUHW's newest members!

Family–School Partnership Act

What is the Family– School Partnership Act?

It is a California law that allows parents, grandparents, and guardians to take time off from work to participate in their children's school or child care activities. The law (Labor Code Section 230.8) first took effect in 1995. Its provisions were expanded in 1997 to add licensed child day care facilities to the kindergarten-through-grade-twelve levels. you may take off up to 40 hours each year (up to eight hours in any calendar month) to participate in activities at your child's school or day care facility.

In order to be eligible, you must be a parent, guardian, or grandparent who has custody of a child enrolled in a California public or private school, kindergarten through grade twelve, or licensed child day care facility.

How should I account for my time off work?

The law allows you to use existing vacation time, personal leave, or compensatory time off to account for the time you use participating in your child's school or child care activities. You may also use time off without pay if permitted by your employer. The employee, not the employer, chooses from the options that are available.

GENERAL MEMBERSHIP MEETING

We will distribute copies of our new contract and provide details about contract provisions at our upcoming membership meeting. Members are encouraged to pick up their own copy and ask questions about the improvements and contract wins. Three meeting options are available.

Tuesday, September 13, 6 – 8 a.m.
Coliseum Room, sixth floor

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Thursday, September 15, 11 a.m. – 1:30 p.m.
Salerni Room, fifth floor

STEWARD COUNCIL MEETING

Wednesday, September 14, 1 – 3 p.m.
Cardinal Room, first floor

All members welcome.

UNDERSTANDING YOUR CONTRACT *continued*

All designated holidays will be observed on the actual calendar day, and all conditions and benefits applying to such holiday will be in effect on that day only. A department where staff is not regularly scheduled on the holiday, i.e., Saturday and/or Sunday, may close the department on the preceding Friday or following Monday (herein referred to as "alternatively-observed holiday"). Employees who do not work on an alternatively-observed holiday will use Paid Time Off as income replacement for such day.

WEINGARTEN RIGHTS

The Supreme Court has ruled that an employee is entitled to have a union representative (steward) present during any interview which may result in discipline.

These are called your Weingarten Rights.

You must request that a union representative be called into the meeting.

You must have a reasonable belief that discipline will result from the meeting.

You have the right to know the subject of the meeting and the right to consult your union representative (steward) prior to the meeting for advice.

A meeting can be postponed for up to 72 hours if a union representative or a steward is not available.

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

