

# WE'VE STARTED BARGAINING



Our Bargaining Committee had its first meeting with the employer on Tuesday, June 21, at NUHW's office in Emeryville.

Ida Bantilan read a statement expressing our goals for bargaining (see reverse).

The employer did not provide any proposals. They do not want anything to change at Novato Healthcare Center.

**Our next bargaining session is scheduled for July 28.**

Times and location have yet to be determined.

We are preparing our proposals for our contract. We will meet to review and discuss them prior to the next bargaining session. All members are welcome to attend. Time and location will be announced soon.

## Our NUHW Bargaining Committee

Alvin Magdangal  
Sue Journette  
Joey Chieng

Nursing  
CNA  
Cook

Berenice Dominguez  
Fredy Sangerman  
Ida Bantilan

Laundry  
CNA/RNA  
CNA

*For additional information, please contact a Bargaining Committee member or NUHW Organizer Lesli Salmeron at (415) 694-2054 or [lsalmeron@nuhw.org](mailto:lsalmeron@nuhw.org).*





## Who owns Novato Healthcare Center?

Novato Healthcare Center is owned by Shlomo Rechnitz, a West Los Angeles multi-millionaire.

Novato Healthcare Center is just one facility in a chain of dozens of skilled nursing homes that Rechnitz operates throughout California, from San Diego to Eureka.

In 2013, Rechnitz reported earning more than \$77 million in profits from his nursing home empire.

Rechnitz's company has repeatedly come under fire from state and federal officials for violating patient care standards and was the subject of an investigative report by the Sacramento Bee.

In 2014, the state of California tried to stop him for purchasing 19 nursing homes because of his failure to comply with the rules and standards of the nursing home industry.

## Opening statement by Ida Bantilan

It was 2012. CNAs of Novato Health Care Center had a union meeting. In fact, we had a couple of meetings with the union organizer (not NUHW). We discussed lots of issues and concerns. It has not been pushed through because we feel that it's too early to join with any union, thinking that maybe management will do something that will resolve our issues, and we were hoping that they will pay attention to our concerns.

Time was passing by and the situation becoming harder and harder every day. Every time we ask them about our issues and concerns, they will ignore us and sometimes get mad and feel bad until the time comes that we have been neglected, not wanting to discuss our issues anymore.

We are working so hard every day for having a short number of staff. Management also took away 30 minutes of our working time that we used to have. We had 8 hours until it was changed to 7.5 hours. We were working extra duty to take care of more residents, and we cannot give good quality care to our residents, because until this time, our residents are suffering within these circumstances.

We asked for a meeting to our administrator, Daron. We addressed all our issues and concerns to him, and he said he will do something about it, but the situation was becoming worse.

Issues and concerns that have been brought up are as follows:

1. Respect and dignity in this building. Even until now, we don't know who is the owner of Novato Healthcare Center. They said it was Rockport assuming for the sake of arguments, and it was somehow Rockport. Why are all the documents that we have say "Country Villa"? We don't have anything from Rockport. From the payroll, W-2, and other papers.
2. About the working hours from 8 to 7.5. We are working extra duty to our residents, and we don't have any more time to huddle.
3. Three years, and we don't have an evaluation increase.
4. Short amount of staff almost every day, work load.
5. Benefits and the sick hours that they put in the sick bank, which we aren't able to use, without any proper explanation. Staff who are calling in sick aren't supposed to be asked why they're sick, is that even legal?

Since the management continues neglecting us, we asked help from our charge nurses, because maybe they can help us and bring up our issues during the meeting. Sadly, other nurses also had their issues that hasn't been resolved, so we join and work together and become one to work out our issues to them.