



NUHW NEWS AND VIEWS

UCSF Benioff Children's Hospital Oakland

JANUARY 2017

Nearly 2,000 workers joined NUHW in 2016!

We had an extraordinary year in 2016, creating more opportunities to strengthen our union in 2017.

Early last year, we won two elections, covering 140 respiratory therapists, RNs, and professional and service workers, at **Kindred Hospital Bay Area** in San Leandro.

Nearly 600 service and tech workers at **Fountain Valley Regional Hospital** in Orange County joined in May.

In October, 100 dietary and housekeeping workers there voted to join as well.

We won two elections at University of Southern California's **Norris Cancer Hospital**—one for 120 service and tech workers in August and another one for 50 Sodexo-contracted workers in November.

Two more election wins at **UCSF Benioff Children's Hospital Oakland** doubled our membership at the hospital with more than 400 new members.

More than 400 service and tech workers at St. Joseph's **Queen of the Valley Hospital** in Napa joined in November. We now represent service and tech workers at all of St. Joseph's Northern California hospitals.

Welcome new NUHW members!

250 CHO WORKERS READY TO JOIN NUHW

On December 23, more than 250 CHO workers filed a petition with the National Labor Relations Board for a union election to join us. The election is scheduled for Wednesday, January 25.

These job classifications include Social Workers, Psychologists, Marriage and Family Therapists, Audiologists, Music Therapists, Infant Development Specialists, Infant Mental Health Specialists, Child Life Specialists, Artists in Residence, Physical Therapy Assistants, Physical and Occupational Therapists, Speech Language Pathologists, Pharmacists, and other professional employees at UCSF Benioff Children's Hospital Oakland.

"My colleagues and I are hard-working professionals. We go above and beyond the call of duty, but we don't always feel appreciated. We deserve fair pay and benefits, and a bigger say in what goes on at our hospital and in our departments," said Evelyn Mascareñas, who has been a Medical Social Worker in the Social Services Department for eight years. "We also shouldn't have to constantly worry about which departments and services are on the chopping block. The only way to address these concerns is to unite together, raise our collective voice, and join NUHW."

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STEWARD SPOTLIGHT WENDY NELSON

I have been at Children's Hospital Oakland for eleven years, working as a medical assistant in the clinics and the Infusion Center. I've been a steward since NUHW was established in 2009. One of my most rewarding experiences as a steward is seeing other units becoming more involved

and engaged in the union. Two pieces of advice I'd like to share with other stewards and members is to keep a close eye on our contract and to always have an open mind!

More contract victories in 2016

NUHW had a successful bargaining year, winning 16 contracts covering 8,000 members. We are currently bargaining seven more contracts. Ratified contracts in 2016 include:

Seton & Seton Coastsides in Daly City

- Three-year contract with guaranteed annual 3% wage increases, plus market adjustments
- None of the takeaways that SEIU agreed to at other system hospitals

St. Joseph Sonoma's Santa Rosa Memorial Petaluma Valley Hospital

- Immediate 6% market increases for roughly half of the workforce, plus across-the-board increases in subsequent years
- Health insurance premium freeze and no further changes to benefits for the life of the contract

St. Joseph Humboldt's St. Joseph Hospital Eureka Redwood Memorial

- Three-year contract that includes guaranteed annual wage increases of 5%, 2%, 3%

University of Southern CA Keck Hospital

- Contract that achieves the same standards as other USC workers on retirement benefits and tuition assistance, health insurance, and guaranteed annual wage increases
- Immediate 12% pay increase and an 11% reduction in employees' share of health insurance premiums for dietary staff

250 CHO WORKERS READY TO JOIN NUHW (CONTINUED)

AND WE'RE VOTING YES TO JOIN NUHW!

"In my 27 years at Children's Hospital, I've seen the benefits of having a union. While we have seen our salaries stagnate and benefits whittled away, our union-represented co-workers have kept their pensions, won regular, dependable raises and safeguarded benefits for part-time workers.

Now we're finding it harder to hire enough therapists to meet our patients' needs," added Sandy Kurtz, Physical Therapist in Pediatric Rehabilitation. "It's clear to us that now is the time to stand up for our patients and ourselves. I'm proud to have been part of our union-organizing efforts these last several months, and I'm looking forward to making this hospital an even better place to work as we win our election to join NUHW and negotiate our first contract."

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CHO workers campaign for Oakland City Council



NUHW-Children's members braved the weather to campaign for Larry Reid's successful re-election to the Oakland City Council.

YOUR WEINGARTEN RIGHTS

The Supreme Court ruled that an employee has the right to union representation in a meeting with management that may result in discipline. You **must** request a shop steward or a union representative be present in the meeting.

The employer has no obligation to ask whether the employee wants a steward or union representative, unless it's bargained in your contract.

WEINGARTEN STATEMENT

"Can this meeting or discussion in anyway lead to my being disciplined or terminated?" If the answer is **yes** or **possibly**, inform management:

"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."

For additional information, please contact NUHW Organizers Beverly Griffith at (510) 978-7454 or bgriffith@nuhw.org or Abid Yahya at (323) 420-4896 or ayahya@nuhw.org

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