



# NUHW NEWS AND VIEWS

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

## 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!



## NEW SVMH BOARD MEMBER JOINS NUHW STEWARD COUNCIL MEETING

SVMHS Board Member Dr. Carissa Purnell joined our December 14 steward council meeting. With our help, Carissa won by a 3-2 margin despite the fierce opposition from the Salinas Chamber of Commerce, the local political establishment, and others with ties to the SVMH administration, who collectively poured tens of thousands of dollars into Victor Rey's campaign.

At our meeting Carissa reaffirmed her commitment to represent the entire Salinas community, including SVMH employees, and said she is always available to hear our concerns. We are honored to have a board member who will fight for the community and listen to us.

After the meet-and-greet with Carissa, the steward council discussed the following items:

- How to implement the resolution from our 2016 Leadership Conference in 2017
- Management's proposed changes to our Paid Sick Leave policy and how our union has pushed back and filed a grievance
- Updates from departments
- Vacation schedules for 2017
- Upcoming Labor Management meetings

### Union files grievance over proposed PSL changes

SVMH management has proposed changes to our Paid Sick Leave policy. Our position is that if management wanted to make changes they should have proposed them during our recent contract negotiations. We have filed a grievance on this and will be meeting with HR.

## 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 Coastside 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

## SVMH AGREES TO MONTHLY MEETINGS TO ADDRESS GRIEVANCES, SCHEDULING

On December 19 we met with management to discuss pending grievances and CNA scheduling concerns. The meeting was helpful to both sides. As a result, we agreed to set up regular monthly meetings to resolve any concerns that may come up.



From left to right: Vanessa Gutierrez (Staffing Supervisor), Yolanda Zazueta (steward), Trini Juarez (Sr. Admin. Director of Patient Care Services), and Mary Serrano (steward)

## Get involved with your union and coworkers

### Hazel Hawkins Steward/Membership Meetings

Thursday, January 12  
every second Thursday of the month  
4-4:30 p.m.: Steward Council meeting  
4:30-5:30 p.m.: General Membership meeting  
Main Hospital Boardroom

### Hazel Hawkins Steward Training

Saturday, January 28  
9 a.m.-12 p.m. • Main Hospital Boardroom

### SVMH Steward Council meeting

Wednesday, February 1  
every first Wednesday of the month  
4:30 - 6 p.m. • Room CP-4

### SVMH General Membership meeting

Wednesday, January 18  
every third Wednesday of the month  
4:30 - 6 p.m. • Room CP-4  
All members welcome! Share and hear updates on departments. Learn more about Weingarten Rights and the grievance process. All questions and comments welcome.

### VNA - Santa Cruz

We are holding monthly labor-management meetings with Meg Lopez. Stewards Gaye and Mark will discuss annual increases at an upcoming meeting. We will share more details soon.

## 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 Organizer Grant Joel Hill at (831) 521-8493 or [gghill@nuhw.org](mailto:gghill@nuhw.org).

**NUHW**  
NATIONAL UNION OF HEALTHCARE WORKERS

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