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.

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

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!
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.

Get involved with your union and coworkers

Hazel Hawkins
Steward/Membership Meetings
Thursday, January 12
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
4:30 – 6 p.m. • Room CP-4

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

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 ghill@nuhw.org.