



# NUHW NEWS AND VIEWS

Seton Medical Center • Seton Coastside

## 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!

## WHY WE SHOULD FILL OUT NUHW MEMBERSHIP FORMS

*Amiame Fanaika, Sr. LVN*

Ever since I've been passing out membership forms, members have asked me numerous times, "Why do we need to fill out this union membership form? Aren't we already members?"

There are three main reasons for completing a membership form. First, to be an official member of NUHW, you must fill out the form. You are not a member until you've completed it.

The second reason came to me as I thought more about this. Filling out a membership form is about us truly becoming the union – coming together to fight for a common goal.

By signing our names on our membership forms, we make a commitment to show up, to do our part, and to fight for dignity and justice in the workplace. Once we make that commitment, NUHW provides the arena for us to make our personal lives and work lives safe, healthy, and better.

The third reason to fill out the membership form is that it gives us the opportunity to contribute to the Committee on Political Education (COPE), which helps us elect candidates who can help us win our contract fights.



### DID YOU KNOW ABOUT KIN CARE?

*Rosalie Zamora, Senior Office Coordinator, Respiratory Department*

You may use a maximum of three days of Extended Sick Leave (ESL) each calendar year to care for your child, parent, spouse or legally domiciled adult (an individual over 18 years old who has lived with you for at least six months) when they are ill, provided you have the hours available in your ESL bank. These hours will not be deducted from your PTO accrual. You just need to request the Kin Care form from your supervisor, complete it, and submit it back to your supervisor.

#### **Examples of when Kin Care is allowed in both scheduled and unscheduled instances:**

**Scheduled:** Your spouse is scheduled for a procedure and you need to take the day off. Inform your supervisor that you will be taking Kin Care and submit the appropriate form to them.

**Unscheduled:** You need to stay home with an ill child. Inform your supervisor that you need to take a Kin Care day and submit the form when you return to work.

## UPCOMING NUHW EVENTS

### ALL MEMBERS WELCOME!

#### Steward Council Meetings

All meetings are on Wednesdays from 12 to 4 p.m., location TBD

January 25  
February 15  
March 15  
April 19  
May 17  
June 21  
July 19  
August 16  
September 20  
October 18  
December 20

#### NUHW Membership Meetings East Bay

10 a.m., Thursday, Jan. 19  
5801 Christie Ave, Ste 525  
Emeryville

#### San Francisco

10 a.m. Saturday, Jan. 28  
209 Golden Gate, SF

#### Women's March

Saturday, Jan. 21  
Join women from across the nation on the day after Inauguration Day as we march for human rights, civil liberties, and social justice for all.

#### San Francisco

4 – 6 p.m.: Rally and march with speakers, art, and music at Civic Center

#### Oakland

10:45 a.m.: Meet at Madison and 8th St. across from Lake Merritt BART Station for a group NUHW photo. Remember to wear your NUHW t-shirt for the march. For more info, contact NUHW Organizer Vanessa Coe at (510) 463-1348.

## NUHW MEMBERSHIP FORMS (continued)

Since union dues cannot be used for federal elections, the only way we can influence federal elections and support elected leaders whose values match ours is through voluntary monthly COPE donations from our members. That's why when we fill out the membership form, it's important for us to complete the bottom portion on COPE.

COPE played a vital role in our contract victory here at Seton. When we were still bargaining our contract, NUHW organized a town hall meeting to discuss the current state of healthcare at Seton and invited the local community, Seton employees, and local politicians. Daly City Vice Mayor David Canepa and San Francisco Supervisor Jane Kim led the meeting where NUHW explained how our employer, BlueMountain, directs cash and resources from Seton and Seton Coastside into the hands of the hedge fund.

Members of the community voiced their concerns over that structure and also talked about the benefits of having our two facilities in the community. Our bargaining team and other coworkers also shared about the negative impact on patient care since BlueMountain took over and that we are committed to serving our community.

We then posted a video of our town hall online. The employer saw the video and at our very next bargaining meeting they came to the table ready to settle.

## COASTSIDE CNAS FIGHT STAFFING SHORTAGES



Coastside CNAs came together in a sticker and delegation action to stand up to unfair staffing changes at the facility. The action showed management that we are willing to fight to ensure that we have sufficient staffing to safely care for our patients. We continue to raise these concerns with management.



## 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.

### 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 more information, please contact NUHW Organizer  
Laura Watson at (510) 220-4578 or [lwatson@nuhw.org](mailto:lwatson@nuhw.org).*

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