



NUHW NEWS AND VIEWS

UCSF Benioff Children's Hospital Oakland

FEBRUARY 2017

Victories and updates from around the union

The latest developments in the union, including grievance victories and settlements and bargaining updates:

Bargaining is underway at eight facilities: UCSF Benioff Children's Hospital Oakland, St. Joseph's Queen of the Valley in Napa, Mission Neighborhood Health Center in San Francisco, Kindred Hospital Bay Area in San Leandro, Fountain Valley Regional Hospital in Orange County, Norris Cancer Hospital of USC, and Brius Healthcare's San Rafael Health and Wellness Center and Novato Healthcare Center.

Members from **Novato Healthcare Center**, a Brius Healthcare nursing home in Marin County, won a cease-and-desist demand to put an end to management's English-only demands, restoring a healthier working environment where members could freely communicate in their native languages.

Surgical techs at Sutter's **California Pacific Medical Center** in San Francisco won a new Surgical Career Ladder, resulting in an approximate 2.5 percent pay increase for at least nine members.

NUHW's newest members at **St. Joseph Health's** two Humboldt County hospitals just completed bargaining. Forty workers, including cooks, EVS workers, patient care techs, and EKG techs will be included in the same contract as their co-workers at St. Joseph Hospital Eureka and Redwood Memorial Hospital and will enjoy the same protections and benefits.



NUHW KEEPS GROWING WITH BIG WIN AT CHILDREN'S

About 250 Children's pharmacists, social workers, physical therapists and other professional workers at UCSF Benioff Children's Hospital Oakland voted overwhelmingly January 24 to join the National Union of Healthcare Workers.

More than half of the new members work in the field of mental health, an area of expertise for the union which represents several thousand mental health professionals at Kaiser hospitals and clinics.

These new members are coming on board as the union negotiates a new contract for its approximately 900 technical, business/office clerical, and service workers at the Oakland hospital. Soon the professionals will start filling out surveys to determine their priorities for their first contract.

With more than 1,100 members now at the facility, the union is better positioned to boost pay, improve working conditions and beat back UCSF's threats to cut service to the East Bay.

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NUHW MEMBERS TURN OUT TO OAKLAND WOMEN'S MARCH



Dozens of red-clad NUHW members joined with millions of Americans January 21 to send a message to Donald Trump: We reject the misogyny he displayed on the campaign trail and we'll fight to save the Affordable Care Act, Medicare, and Medicaid. NUHW members participated in a number of women's marches throughout the state. The NUHW contingent numbered well over a dozen in Oakland, where an estimated 60,000 people clogged city streets. There were so many people in Oakland, they could barely march. But we had lots of fun standing in place.

Members gather for statewide meetings

With the executive orders signed in his tumultuous first week on the job, President Donald Trump has upended the lives of millions of immigrants and their families and cast uncertainty over our nation's healthcare system. The new government taking shape in Washington D.C. will have major implications for us as caregivers and union members. In addition to radical changes to healthcare, we can expect President Trump to appoint a National Labor Relations Board that is friendlier to management than it is to us.

As a union that prizes democracy, NUHW scheduled ten special general membership meetings across the state from January into early February to hear members' thoughts on how we should respond to the new federal government, hold politicians accountable to our communities, and stand up for each other and our patients. At the East Bay meeting on January 19 at the NUHW office in Emeryville, we had robust discussions about immigration, universal healthcare, the threat to our rights as a union, and much more.

We also discussed two resolutions from our union's elected executive board. The first resolution, which has been adopted by the board, reaffirms our support for a Medicare for All universal healthcare system and efforts underway to make that a reality in California. The second resolution, which would declare that we are a "Sanctuary Union" committed to defending the rights of immigrants, has been recommended by the board for discussion at our meetings.

If you would like a copy of the resolutions, contact your steward or NUHW organizer.



Members at the East Bay membership meeting in NUHW's Emeryville office — one of a dozen statewide NUHW membership meetings to plan the union's response to the Trump administration's actions on immigration and healthcare. See story on left.

BUSINESS OFFICE/CLERICAL: STILL FIGHTING FOR A SINGLE CONTRACT

Children's wants to keep us divided, insisting that the Business/Office Clerical contract be separate from the Service and Tech workers' contract. This is not acceptable. We have been circulating a petition among members to sign on to demand **one fair contract**. Be sure to sign it if you had not had a chance to do so yet. Children's has agreed to transfer most of our existing contract language to the Business/Office Clerical unit, but has so far refused to accept a ban on subcontracting. We will soon make a wage proposal for this unit.

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NUHW KEEPS GROWING WITH BIG WIN

"We want to make this organization even better and safeguard care for the families we serve," said Felicia Hashimoto, an occupational therapist. "We can do this by having a bigger say in the hospital so we can better advocate for ourselves and our patients."

About 80 percent of workers voted to join the union. The new members include social workers, marriage and family therapists, psychologists, infant development specialists, infant mental health specialists, child life specialists, music therapists, artists in residence, physical and occupational therapists, physical therapy assistants, audiologists, speech language pathologists, and pharmacists.

This vote comes on the heels of several organizing victories last year including 419 caregivers at Queen of the Valley Hospital in Napa, 120 at the University of Southern California's Norris Cancer Hospital, and more than 600 at Children's Hospital Oakland. More than 2,000 workers have joined NUHW in the past 12 months.

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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