



NUHW NEWS AND VIEWS

Keck Hospital of USC • Sodexo at Keck Hospital of USC
Norris Cancer Hospital of USC • Sodexo at Norris Cancer Hospital of USC

FEBRUARY 2017

NUHW keeps growing with big win in Oakland

About 250 Children's pharmacists, social workers, physical therapists and other professional workers at **UCSF Benioff Children's Hospital Oakland** voted by a 4-1 margin January 24 to join NUHW.

More than half of the new members work in 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 Children's.

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.

"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."

This election victory 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.

UNDERSTANDING JOB VACANCIES, POSTING, AND BIDDING

When there's a vacancy in any department, management must post the vacancy notice for at least seven days in an accessible location to all employees, including the bulletin board by human resources, the tunnel, and on the hospital intranet. In the meantime, the hospital may fill the vacancy on a temporary basis.

Postings must include qualifications, hours, shift, wage range, days off (including whether they are fixed or variable), holiday rotation schedule, primary assignment, and work duties (where applicable). If no qualified employee has applied for the position within seven days, the hospital may hire a new employee for the vacancy.

BIDDING ON POSTED VACANCIES: After completing your probationary period, you may apply for a posted vacancy by submitting a written bid form to human resources and applying through the hospital's online application system. During your probationary period, you may apply only for posted vacancies within the same department, and only with hospital approval.

The hospital will give preference first to full-time and part-time employees in our bargaining unit, second to per-diems in our bargaining unit, and then all other applicants. Preference within each group is based on seniority. **The seniority provision applies only if you complete the application process within seven days of posting.**

RESTRICTIONS ON BIDDING: Once you've filled a posted position, you cannot apply for another vacancy within six months unless your current position is a direct result of an involuntary job change or layoff. The other exception to the six-month timeframe is when you apply to a vacancy in the same department (for the nursing department, only within the unit), resulting in a lateral transfer and not a promotion. The lateral transfer must also result in a change to your schedule relating to your hours, start and end times, days of work and days off, shift, or classification.

For more information on this topic, review Article 5 of your contract or contact your steward or NUHW organizer.

Norris Sodexo workers begin bargaining



Norris Sodexo workers kicked off their first bargaining session on February 3. The bargaining team will fight for their coworkers until they reach a fair contract.

Join us at the next bargaining session on Friday, February 10 from 9 a.m. to 5 p.m. at the Federal Mediation & Conciliation Service on 550 N. Brand Blvd., Ste 1150, Glendale.

Bargaining team members at the last session, from left to right: Rosa Cuadra, Michelle Terriquez, Cindy Gorman, Maria Garcia, Maria Marin, and Sonia Tejada.

2017 Stewards

We are recruiting stewards to help strengthen our union and enforce our contract. Please contact a steward if you're interested.

PULMONARY

Basil Nasir

OPERATING ROOM

Daniel Olivares
Nicole Ambris
Miguel Valdivia
Debora Springer

IMAGING/RADIOLOGY

Creight Fontenelle
Matia Cajina
Charlene Hsu

CT IMAGING

Mark Bosteder

LABORATORY

Traci Mills
Diego Cordero
Anjila Sharma
Akena Scotland
Marcheta Collina

MATERIALS MANAGEMENT

Gerry Valadez

BIOMED

Carlos Gularte

RESPIRATORY

Adela Rea
Alex Corea
Noemi Aguirre

CENTRAL STERILE

Joel Carino
Rafael Martinez
Raymond Lopez
Sossie Elmajian
Nelson Roman
Suhay Rivera
Annai Rocha
Francisco Herrera

PHARMACY

Tommy Kwan

GI/ENDOSCOPY

Claudia Hildago

EVS

Oscar Mata
Elvira Campos
Roy Yanez

FACILITY

Manuel Ramirez
Otis Leonard

OUTPATIENT

Shirley Calderon

SODEXO – CAFETERIA

Hilda Pena
Armando Hernandez
Delovin Yoakum
Elvis Careaga
Crystal Pool
Judy Oliva

BARGAINING CONTINUES FOR NORRIS SERVICE & TECH

Service and technical Norris workers continue to make progress toward a contract. We have presented all outstanding items, including a comprehensive economic proposal, and are waiting for a response from the employer.

Join at at our next bargaining sessions!
Both held at HR Soto II Building.

- Thursday, Feb. 16, 9 a.m. – 5 p.m.
- Friday, Feb. 24, 1 – 5 p.m.



Bargaining team members from left to right: Karly Rushton, Barbara Buckley, Mike Moon, and Diana Rodriguez.



WEINGARTEN RIGHTS

Your Weingarten rights guarantee you union representation in a meeting with management that may result in discipline. But you **must** request a shop steward or a union representative be present in the meeting. When management calls you into a meeting, ask first:

"Can this meeting or discussion in anyway lead to my being disciplined or terminated?"

If the answer is yes or possibly, say:

"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."

If the employer denies the request, the employer has committed an unfair labor practice. You have the right to refuse to answer questions. The employer may not discipline you for such refusal.

TO LEARN MORE, COME TO OUR WEINGARTEN AND STEWARD TRAINING

Saturday, Feb. 25 • 10 a.m. to 2:30 p.m.

NUHW Glendale office • 225 West Broadway, Suite 155 • free parking in rear

UPCOMING STEWARD COUNCIL MEETINGS

Keck USC: 2 – 4 p.m., Wednesday, February 15 • Cardinal Room, KH first floor

Keck Sodexo: 1 – 3 p.m., Thursday, February 23 • Cafeteria

For additional information, please contact NUHW Organizer Michael Torres at (213) 254-8701 or mtorres@nuhw.org.

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