HAZEL HAWKINS MEMBERS CHALLENGE NEW AUDIT FORMS

This month we will meet with Human Resources to discuss the development of a new audit form. Once we learned that management wanted to introduce its version of a new audit form to the registration department, we told them that the new form represented a change in working conditions and demanded to bargain over the change. If your department or manager proposes or implements changes to wages, hours, or working conditions, please contact your steward or union organizer immediately. Management cannot make changes to those areas unless they bargain with the union first.

SALINAS VALLEY: PSL CHANGES MOVE TO ARBITRATION

We have not been able to reach an agreement with management on the hospital-imposed changes to our PSL policy. While we are moving the matter to arbitration, we’re still working to resolve this issue before reaching an arbitration hearing date.

UNDERSTANDING YOUR WEINGARTEN RIGHTS
Around the union

**continued from front**

Despite management keeping workers in the dark, NUHW members demanded to bargain over the impact and prevailed.

After a months-long evaluation process, the public Petaluma Health Care District selected El Segundo-based Paladin Healthcare to operate Petaluma Valley Hospital. The decision will have to be approved by district voters in a special election in June. NUHW members will continue to monitor this process.

A steward from Los Alamitos Medical Center in Orange County saved a member’s job when she noticed that management was incorrectly counting tardy days that had already been overturned by a grievance victory. The steward succeeded in getting management to rescind the member’s termination notice.

A steward from Kindred Hospital Brea in Orange County repeatedly raised concerns about low staffing and its impact on patient care, management finally agreed to staffing solutions proposed by members, including creating a turn-and-lift team, developing a response system to call lights, and allocating time before each shift for an informal huddle to discuss workload.

**Bargaining is underway at eight facilities:** UCSF Benioff Children’s Hospital Oakland, Queen of the Valley, 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.

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**VNA LEADERS GATHER FOR MEETING**

On February 21, we had a membership meeting and discussed concerns in the workplace and ideas for growing our union. It was a very constructive meeting that lasted over two hours. We encourage more members to get involved at our next meeting this spring. More details to come about the meeting.

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**WORK-FREE BREAKS NOW MANDATORY**

How many times do our breaks get interrupted by a ringing phone, or by a supervisor or manager asking us to help out with something?

As the California Supreme Court ruled recently, “during rest periods employers must relieve employees of all duties and relinquish control over how employees spend their time…. A rest period, in short, must be a period of rest.”

**WHAT DOES THIS MEAN?**

- If you are required to be on call during a break, it’s not a break.
- If you get called to work during a break, you must be given another break or paid an hour’s pay for not receiving your full break.

If you or your co-workers are expected to be on call during your break, please contact your shop steward or union organizer, as your employer may be violating California law.

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**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.

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**UPCOMING MEETINGS**

<table>
<thead>
<tr>
<th>SVMH Membership Meeting</th>
<th>SVMH Steward Council meeting</th>
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<tbody>
<tr>
<td><strong>Wednesday, March 15</strong></td>
<td><strong>Wednesday, March 1</strong></td>
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<tr>
<td>Every third Wednesday</td>
<td>Every first Wednesday</td>
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<tr>
<td>4:30 – 6 p.m.</td>
<td>4:30 – 6 p.m.</td>
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<td>Room CP 1&amp;2</td>
<td>Room CP 4</td>
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**Hazel Hawkins**

**Steward Council meeting**

**Date & Location TBD**

**VNA Steward Council Meeting**

**Date & Location TBD**

For additional information, please contact NUHW Organizer Grant Joel Hill at (831) 521-8493 or ghill@nuhw.org.