



NUHW NEWS AND VIEWS

Marin General Hospital

MARCH 2017

Victories and updates from around the union

Here are the latest developments in the union, including grievance victories and bargaining updates:

Members at **Sutter-California Pacific Medical Center** in San Francisco won a path to staffing relief moments before they were scheduled to testify at a hearing about Sutter's refusal to honor our contract. After dragging its feet on the staffing issue the last two years, Sutter finally conceded that an arbitrator can decide whether our nursing units are understaffed.

About 250 pharmacists, social workers, physical therapists and other professional workers at **UCSF Benioff Children's Hospital Oakland** voted overwhelmingly January 24 to join NUHW. 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 hospital.

Members at St. Joseph's **Santa Rosa Memorial Hospital** won a class-action grievance to reverse management's unjust discipline of employees for not completing their online continuing education courses. After we provided evidence that St. Joseph knew that the online program was down and failed to reboot it in a timely manner, management rescinded all related discipline.

Emergency department techs from St. Joseph's **Queen of the Valley** in Napa successfully fought unfair scheduling changes. They sent a letter to the manager and demanded that he not make any scheduling changes until they've had the chance to bargain with him. Upon receiving the letter, the manager contacted all ED techs to inform them that their current schedules would remain in place.

LEARN ABOUT YOUR NEW UNION

We will hold two membership meetings to discuss the following items:

1. How does NUHW work? Staff from various NUHW departments will be on hand to give a brief overview of the different parts of the union and how they work.
2. How is our internal governance structure at Marin General changing now that we've merged with NUHW? We will be moving from five officer positions to six elected steward positions, representing different modalities and shifts. Current officers will share the process and timeline for steward elections.
3. What do you want to know about NUHW? There will be time for open question-and-answer.

MEMBERSHIP MEETINGS ON WEDNESDAY, MARCH 8
2 p.m. and 4:30 p.m., both meetings in the Magnolia Room

Please plan on attending one of the two sessions. You can RSVP to any of the current officers or to our NUHW organizer (see contact info below).

WHAT IS AN NUHW STEWARD?

Our union is led by democratically elected shop stewards at each worksite. Worksites or departments are divided into separate areas. In each area, workers elect a co-worker to represent them on a facility-wide (or department-wide) steward council. **We will be holding steward elections following the March 8 membership meetings.**

The steward council is the center of union activity at each worksite. Steward councils typically meet once per month to address worksite problems and plan activities to further our union's goals. They also typically serve as a liaison between workers at each worksite and the union as a whole.

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.

Unionwide Updates (continued)

Dietary workers at **Queen of the Valley** forced management to respond to their concerns about the kitchen renovation and secured a strong agreement that protects their jobs and provides a fair process for arranging schedules and assignments during and after the renovation. Despite management keeping workers in the dark about their renovation plans, 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 have urged the hospital's elected board to be transparent in searching for a new hospital operator and will continue to monitor this process.

More than a dozen stewards and members at **Salinas Valley Memorial Hospital** attended a training on Weingarten rights. Participants reported that the interactive training was helpful, and they plan to bring this knowledge to their worksites.

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.

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 Brios Healthcare's San Rafael Health and Wellness Center and Novato Healthcare Center.

NUHW MEMBERS GATHER FOR STATEWIDE MEETINGS



In his first few weeks 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 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 special membership meetings across the state in January and February to hear members' thoughts on how we should respond to the new federal government. In the ten total meetings we've held — from Humboldt to San Diego — we had robust discussions about immigration, universal healthcare, the threat to our rights as a union, and much more.

We also discussed two resolutions. The first reaffirms our support for a universal healthcare system. The second declares that we are a "Sanctuary Union," committed to defending the rights of immigrants. Our union's elected board has adopted these two resolutions.

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



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.

For more information, please contact NUHW Organizers Alex Early at (617) 816-4260 or aeearly@nuhw.org, or Dennis Dugan at (541) 979-0395 or ddugan@nuhw.org.

NUHW

NATIONAL UNION OF HEALTHCARE WORKERS

NUHW.org

healthcareworkers

NUHW

healthcareworkers