



NUHW NEWS AND VIEWS

UCSF Benioff Children's Hospital Oakland

APRIL 2017

Around the union

More than 60 workers at **Keck Medical Center** at the University of Southern California voted overwhelmingly to join NUHW in the past month. On April 12, workers at Keck's Beverly Hills clinic voted 94 percent to join. Six inpatient radiology workers and nearly 40 lab and outpatient radiology workers voted in March to join. Their goals are to improve staffing and the quality of care at the hospital, protect benefits, and achieve parity with their NUHW-represented colleagues at Keck. We now represent more than 1,000 workers at USC facilities.

NUHW members at **Sutter-California Pacific Medical Center** won two grievance victories by forcing management to honor union jobs and seniority:

- 1) An Anesthesia Technician received pay for a shift that management gave to a non-union employee.
- 2) Two EVS employees received overtime pay after management gave the overtime opportunity to a less-senior employee.

Sterile processing techs at Napa's **Queen of the Valley** organized their co-workers in other departments to join them in a march on the boss to address chronic understaffing and poor communications at the hospital. In their meeting with the hospital's CEO, they outlined issues and asked management to take specific, concrete steps to resolve them. Management committed to deal with these staffing issues by hiring and

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SERVICE AND TECH WORKERS WIN STRONG CONTRACT

After many months of bargaining, Service and Technical workers at UCSF Benioff Children's Hospital Oakland ratified a new three-year agreement by a 97 percent vote on March 30.

We won a fair contract with 14 percent wage increases, including across-the-board increases, retroactive pay going back to April 2016, and market adjustments for all employees. Several job classifications won additional special market adjustments since they've been far behind their peers at competitor hospitals. Workers also won improvements in other areas, including shift differentials, tuition reimbursement, meal allowance, and more.

"We are so pleased that we achieved a really great contract that addressed so many of our issues," said Alejandro Diaz, interpreter. "We're so much stronger now that we're united with our co-workers in the Business/Office Clerical unit and the Professional unit, and we'll be standing in solidarity with them as they bargain their contracts in the coming weeks and months."

SERVICE & TECH CONTRACT PAY RAISES AND BONUSES EFFECTIVE DATES

Retroactive pay raise (retro to April 30, 2016): separate check on June 30, 2017

Retroactive bonuses for 2015-2016: separate check on June 2, 2017

Retroactive bonuses for 2016-2017: separate check on June 30, 2017

New pay raise effective April 30, 2017: This will appear in first full pay period following April 30 from May 7 to May 20; the raise will appear on check with pay date May 26.

BARGAINING CONTINUES FOR BOC

Bargaining continues for the **Business/Office Clerical (BOC)** classifications. At our negotiation session on April 4, the hospital's attorney immediately insisted that we withdraw the unfair labor practice (ULP) charges that we filed many months ago. We responded that we'd work to resolve the outstanding ULP charges, but for now we should focus on settling the contract.

Management seems most concerned about the charges about its illegal furloughing of Business Office/Clerical employees over the holidays last year. The law requires our employer to negotiate with us over any changes to our wages, hours, or working conditions before implementing them. They didn't do that. Instead, they simply furloughed us, many of us for many days, forcing us to use our PTO. And they ignored our union's requests to bargain, so we filed a ULP charge.

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Around the union

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strategically using more per diems, and to respond soon with a more thorough plan.

After a year of contentious bargaining, NUHW reached an agreement with **Providence St. Joseph Health** to add 49 outpatient imaging workers to our 700-member bargaining unit at Santa Rosa Memorial Hospital. The agreement includes placing workers on the existing union wage scale, which provides wage increases for both cost of living and experience. It also includes protections for workers who don't complete the work of co-workers who call off or are floated to the hospital from their clinic. Finally, it includes a process that recognizes seniority for staffing during expanded weekend, evening, and holiday hours.

Patient care committee meetings are up and running at **Kindred Hospital Brea** and **Kindred Hospital Westminster** in Orange County. Committee members at both hospitals have been meeting regularly to address staffing issues and develop solutions. Both committees fought to re-implement interdepartmental huddles to address workload and other workplace issues.

ER admitting workers at **Providence Tarzana Medical Center** began implementing a new trial of 12-hour shifts. They organized, drafted a proposal, and successfully convinced management to agree to a schedule of 12-hour shifts instead of the usual 8-hour shifts for a two-month trial period beginning in February. Fewer work days would allow workers to spend more time with their families, attend their children's school activities, and pursue educational courses.

NUHW MEMBERS TAKE PART IN THE RESISTANCE

Throughout the state, scores of NUHW members are engaged in the resistance movement to defend working people, immigrants, and an equitable healthcare system.

NUHW members' commitment was on full display at many town halls. At Congressman Barbara Lee's joint town hall with Alameda County Supervisor Wilma Chan, dozens of workers from UCSF Benioff Children's Hospital Oakland gathered with more than 500 Oakland residents to discuss the importance of retaining services and care through the Affordable Care Act. NUHW members also participated in Assemblymember Jim Wood's town hall in Eureka and Congressman Mike Thompson's town hall in Napa. At these town halls, many participants provided powerful testimonials about their own experiences trying to navigate our complex and often problematic healthcare system.

NUHW members were also out in full force to defend our right to healthcare. Kaiser IBHS and Optical leaders joined hundreds of their neighbors at a community meeting at the Maidu Community Center in Roseville on March 26 to champion Medicare for All in the



Providence St. Joseph workers in Humboldt County rally for healthcare for all.



NUHW organizer Beverly Griffith and Children's steward Jackie Patrick at Rep. Barbara Lee and Alameda County Sup. Wilma Chan's town hall.

form of SB 562: The Healthy California Act. Introduced in February by state Senators Ricardo Lara and Toni Atkins, SB 562 would develop a single-payer Medicare for All system that would establish comprehensive and accessible healthcare for all Californians, regardless of employment or immigration status. NUHW is among a broad array of labor and community groups sponsoring the fight for the Healthy California Act.

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For the Professionals we're building a robust bargaining team. So far, 42 professionals have been elected to the bargaining team, and we hope to begin negotiations soon.

Next BOC bargaining date: Thursday, April 20, 2 p.m.

NUHW Emeryville office - 5801 Christie Ave, Suite 525. All members welcome!

UPCOMING EVENTS

Town hall on SB 31 (sanctuary state)

Saturday, April 22, 2 - 4 p.m.
Mission High School Auditorium
3750 18th Street, San Francisco

SB 562 - rally in Sacramento

Wednesday, April 26: The single payer bill hits the senate committee. Rally at noon, then march to the Capitol for hearing.





If you need a ride to Sacramento for the SB 562 rally from our Emeryville office, please RSVP first to Vanessa Coe at vcoe@nuhw.org.

May Day activities - Monday, May 1

Oakland: meet at Fruitvale Plaza at 3 p.m. and march to San Antonio Park
San Francisco: 11 a.m. march from Justin Herman Plaza to Civic Center

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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