



# NUHW NEWS AND VIEWS

Hazel Hawkins Memorial Hospital  
Salinas Valley Memorial Hospital  
Visiting Nurse Association of Santa Cruz

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 voted 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.

Service and technical workers at **UCSF Benioff Children's Hospital Oakland** won a three-year contract, totaling 14 percent wage increases, including across-the-board increases, retroactive pay, and market adjustments for all employees. Workers also won improvements in other areas, including shift differentials, tuition reimbursement, meal allowance, and more. NUHW represents two additional bargaining units at the hospital.

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.

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## SALINAS VALLEY MEMORIAL

### PAID SICK LEAVE GRIEVANCE GOES TO ARBITRATION

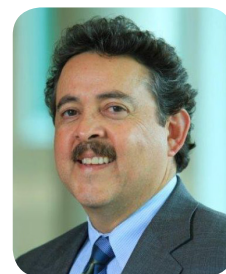
Earlier this year SVMH management proposed changes to our Paid Sick Leave policy. Our position is that if management wanted to make changes they should have proposed them during our recent contract negotiations. We have filed a grievance on this, but unfortunately both parties haven't been able to come to a mutual agreement on the grievance. The matter is now going to arbitration since it could not be resolved in negotiations.

### KITCHEN ROOM SERVICE CHANGE GOES LIVE END OF APRIL

The hospital is moving to the "Room Service" model to better serve our patients; this means going from a buffet style to an on-demand restaurant style service. Shop stewards Patty, Ernesto, Esther, and Rosie had a number of meetings in fall 2016 to oversee the development of the program. On March 28, these stewards met with management, heard about implementation dates, and reviewed a draft of the new room service menu.

### NEW BOARD MEMBER APPOINTED

NUHW welcomes Alfred Diaz-Infante, who was appointed by the Salinas Valley Memorial Healthcare System Board of Directors to a position on the board, replacing Rafael Garcia who resigned. Diaz-Infante will fill this position until the next election in November 2018.



In a public statement Diaz-Infante says, "I'm grateful for this opportunity. I know my community well and am aware of its needs. I look forward to working with the other board members of this public healthcare district."

A Salinas native, Diaz-Infante is currently the CEO of the non-profit Community Housing Improvement Systems and Planning Association (CHISPA), the largest private, nonprofit housing developer based in Monterey County. He previously served as President of the Hartell College Foundation.

### HAZEL HAWKINS MEMORIAL: CONTRACTS AVAILABLE SOON

The contract is now ready and will be going to print soon. Members can expect copies and a distribution date within the coming weeks.

### VNA SANTA CRUZ: LABOR MANAGEMENT MEETING APRIL 26

We will meet with management for our regular monthly meeting on April 26 at 8:30 a.m. If you have any concerns that you'd like to add to the agenda, please let your stewards know.

## Around the union

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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 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.

## 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



UCSF Benioff Children's Hospital Oakland workers at Congressman Barbara Lee and Alameda County Supervisor 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.



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

## UPCOMING MEETINGS & EVENTS

### **SVMH Membership Meeting**

Wednesday, April 19  
Every third Wednesday  
4:30 – 6 p.m., Room CP-4

### **SVMH Steward Training**

Saturday, May 27  
9 – 11 a.m., room TBA  
Learn about your rights in investigatory meetings (known as Weingarten rights), get an overview on the grievance process and how to handle meetings with management.

### **Hazel Hawkins Labor Management Meeting**

Friday, April 7, 10 a.m. – 12 p.m.

### **Steward Council Meeting**

Thursday, April 13, 4 – 5:30 p.m.  
Main hospital board room

### **SB 562 – rally in Sacramento**

Wednesday, April 26  
The single payer bill hits the senate committee floor. Rally at noon, then march to the Capitol for hearing. **If you need a ride to Sacramento from our Emeryville office, please RSVP to Vanessa Coe at [vcoe@nuhw.org](mailto:vcoe@nuhw.org).**

### **May Day activities – Monday, May 1**

Details forthcoming

### **SB 562 Lobby Day – Friday, May 19**

Details forthcoming

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

# NUHW

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