



NUHW NEWS AND VIEWS

Glenn Dyer Detention Facility • Santa Rita Jail

MAY 2017

Around the union

NUHW President Sal Rosselli denounced the U.S. House of Representatives' May 4 passage of a bill that would result in at least 4 million Californians losing their health coverage and many more paying higher health care costs. If approved by the Senate and signed into law, the Republican bill would imperil health care in our state.

Workers at **Mission Neighborhood Health Center** in San Francisco won a strong contract that boosts wages and protects benefits. Members will receive total wage increases of 5 percent, plus 3 percent retroactive pay.

Workers at **Fountain Valley Regional Hospital** in Orange County won a strong first contract that improves health insurance benefits, expands job security, and provides guaranteed annual wage increases. The contract also mandates the creation of a Patient Care Committee that will give caregivers direct input into ensuring quality care. The settlement comes on the heels of a successful informational picket last month during which more than 200 members rallied outside the hospital.

Service and technical workers at the University of Southern California's **Norris Cancer Hospital** ratified their first contract, achieving parity with NUHW-represented service and technical workers at USC's Keck Medical Center on retirement benefits, tuition assistance, employer-paid health insurance, guaranteed annual raises, and other workplace rights.

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STEWARDS TAKE ON FACILITY ISSUES

Our stewards have been busy the past few months representing their co-workers and improving working conditions at Santa Rita Jail and Glenn Dyer Detention Facility. Take a look at what we've accomplished:

Labor management meeting

On April 18, stewards from both facilities met with CFMG Director of Operations and Outside Services Joanna Garcia and CFMG Health Services Administrator George Heron. We have been circulating a flier that reports on what management committed to in response to our concerns on the new scheduling system, short staffing, and payroll issues.

Night shift workers at Santa Rita Jail select new steward

More than 10 night shift workers and several of their day shift co-workers gathered on May 5 to meet with their new union representative, Alex Early, to discuss a number of urgent issues, including the new scheduling system implemented by CFMG, and overtime and shift differential pay.

At the meeting, steward Zeny Gutman ensured her co-workers that she and other stewards are pressing CFMG to fulfill its contractual commitments to provide regular schedules and consecutive days off to employees.

Night shift workers also decided to choose a steward from their shift to ensure that they have more representation with management and feel connected with other shifts. Our new steward from the night shift is Evelyn Hirsh, who has worked at Santa Rita since 2012. Evelyn is eager to use her position as a steward to fight for fair schedules and adequate staffing.

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SURVEY RESULTS ARE IN!

In March of this year we conducted a survey of NUHW members at Santa Rita Jail and Glenn Dyer Detention Facility to see how our employer, CFMG, has done so far. About 80 people responded to each question. What did we find?

Seventy percent of us agreed that CFMG needs to change their behavior if they want their contract with Alameda County extended.

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NUHW MEMBERS JOIN MAY DAY MARCH

NUHW took to the streets of Oakland for one of the Bay Area's largest May Day marches. Thousands of people marched from the Fruitvale BART Station to San Antonio Park to demand a fair economy for all workers and immigrants.



Around the union

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More than 90 workers at USC's **Keck Medical Center** voted overwhelmingly to join NUHW in the past month. On April 27, five START clinic workers voted to join NUHW. Twenty-eight workers from the orthopaedic clinic and women's health clinic voted April 19, and 17 workers at Keck's Beverly Hills clinic voted April 12. Six inpatient radiology workers voted March 29, and nearly 40 lab and outpatient radiology workers voted to join March 23. We now represent more than 1,000 workers at USC facilities.

Five **Kaiser Permanente** biorepository workers in Berkeley voted March 9 to join NUHW to address short staffing and poor management practices in their workplace. These workers are responsible for receiving, processing, and storing saliva and blood samples, and for pulling samples for extraction, quantification, and normalization.

NUHW leaders from Northern California joined hundreds at a community meeting in Roseville and a rally in Sacramento in support of **SB 562, the Healthy California Act**. Passing the bill would make California the first state to have universal healthcare.

continued from front, Stewards

Monthly steward council meeting

Esther Chavez, Blaire Barends, Kim Tovar, and Mary Ann Fahey from Glenn Dyer, and David Donoho, Zeny Gutman, and Evelyn Hirsch from Santa Rita Jail met May 10 to discuss the new scheduling system, payroll issues, staffing, and the 4-2 grievance.

Stewards focused on how to address potential problems arising from the new scheduling system. They believe that the new system violates our contract, which ensures that workers have regular schedules, two consecutive days off, two-weeks notice of the next month's schedule, and honors seniority when management gives out extra shifts. Stewards will talk with members about documenting these scheduling violations as a first step to defend our contract.

continued from front, Survey Results

The major issue we face is clearly low staffing levels. Key findings from that area:

- 33% of respondents said the correct number of staff are in our departments.
- 69% of respondents said we skip at least one break per week in order to get our work done.
- 65% of respondents said we take a late lunch or no lunch at least once per week to get our work done.

77% of respondents agreed that CFMG failed to keep their promise to Alameda County to fill every shift from the first day.

At the last labor-management meeting, we asked management to add three specific positions. Management agreed to add an LVN at Glenn Dyer. We have not received a response on the other two.

Other Findings:

- Scheduling: 70% of respondents saying that management is not creating fair schedules.
- Deputy availability: We also backed up what many of us experience frequently – only 36% said there are enough ACSO deputies for us to get our work done.
- Management's responsiveness: While 69% of respondents said we can take our concerns about working conditions to management without fear of reprisal, only half (52%) said we believe CFMG would change work practices in response to our feedback. Fifty-six percent said we don't believe CFMG listens to us when we speak up about working conditions.

UPCOMING MEMBERSHIP MEETINGS

Santa Rita

Tuesday, May 23 from 2 to 4 p.m.
Monday, May 29 from 6:30 to 8 a.m.





Glenn Dyer

Thursday, May 23
6:30 to 8 a.m. and 2 to 4 p.m.

For more information, please contact NUHW Organizer Alexandra Early at (617) 816-4260 or aearly@nuhw.org.



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