



# NUHW NEWS AND VIEWS

UCSF Benioff Children's Hospital Oakland

**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.

*continued on reverse*



## BOC PRESENTS NEW WAGE PROPOSAL

In a relatively brief bargaining session on May 11, we presented our wage proposal for all Business Office/Clerical classifications. This proposal included wage scales and 14 percent raises over three years – the same raises that service and technical workers agreed to earlier this year. Management representatives asked questions and agreed to issue a formal response at our next bargaining session on Monday, June 19.

Wage ranges and wage scales are different. Currently Business Office/Clerical workers have wage ranges. Under this system, a manager places a new employee on the wage range, and that employee has no guarantee of an annual raise increase. Additionally, when the worker hits the maximum wage, there is no opportunity for a further raise.

We are proposing a wage scale. Under a wage scale, employees receive annual wage increases as they move year-to-year from the bottom to the top of the scale.

*continued on reverse*

## MEMBERS WIN AGREEMENT, BEAT BACK LAYOFFS

NUHW members at Children's won a major victory last month.

On April 12, a small bargaining committee with NUHW members, who work in the FQ Clinics on Claremont and Telegraph, finalized a side agreement with management over the moving of three FQ clinics (Endocrinology, Neurosurgery, and Nephrology) into the main hospital.

The situation could have resulted in layoffs, but under this agreement, all affected employees will retain their jobs with no change to pay or benefits.

## 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.

## Around the union

### *continued from front*

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.



## PROS PREPARE TO BEGIN BARGAINING

Thirty-two members of our elected bargaining team met for the first time on April 25 to prepare proposals for our upcoming contract negotiations. Members in the Professionals unit elected a total of 57 representatives to the bargaining team.

## NUHW MEMBERS JOIN MAY DAY MARCH IN OAKLAND

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.



### *continued from front, BOC bargaining*

Employees also receive an additional raise as spelled out in the union contract. Additionally, once employees have moved to the top of the wage scale, they still will get raises as spelled out in their contract.

**Join us at our next bargaining sessions:**

Monday, June 19, 2 p.m. • Thursday, June 22, 2 p.m.

Both sessions begin at 2 p.m. and are held at the NUHW Office: 5801 Christie Ave, Suite 525, Emeryville. All NUHW members are welcome to attend!

## UNDERSTANDING YOUR 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 additional information, please contact NUHW Organizers Beverly Griffith at (510) 978-7454 or [bgriffith@nuhw.org](mailto:bgriffith@nuhw.org) or Vanessa Coe at (510) 463-1348 or [vcoe@nuhw.org](mailto:vcoe@nuhw.org)*



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