



NUHW NEWS AND VIEWS

Marin General Hospital

MAY 2017

Around the union

More than 30 caregivers and their allies picketed Brios-owned **San Rafael Healthcare and Wellness Center** on May 7 to alert the facility's neighbors that Brios is short-changing Marin County patients and workers. After more than three years without a contract and five years without a raise, workers are demanding livable wages and safe staffing levels.

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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DEBORAH SAVINO SPEAKS AT COMMUNITY HEARING ON WORKING CONDITIONS



Longtime union leader and MRI Tech Deborah Savino spoke at a May 6 Workers' Rights Board hearing on working conditions at Marin General Hospital.

North Bay Jobs with Justice coordinated the event in collaboration with the unions that represent Marin General workers, including the California Nurses Association, Teamsters Local 856, and NUHW. The hearing provided an opportunity for workers to share their experiences with a panel of religious, community, labor, and elected leaders regarding conditions at the hospital and their impact on patient care. The hearing will culminate in a published report by North Bay Jobs with Justice on the panel's findings and recommendations.



Deborah Savino testifies before the Workers' Rights Board.

Ten RNs, technicians, and EVS workers described to the panel how Marin General management has continuously failed to provide adequate staffing to protect patient and employee safety. They also told the panel that many workers are reluctant to report issues for fear of retaliation by managers.

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WELCOME NEW STEWARDS!

Our members have nominated five new stewards:

- Ken Cabeen, MRI
- Carol Usem, Ultrasound
- Mike King, Interventional Radiology
- Julia Smith, CT/X-Ray
- Justin Lee, Night Shift Rad Tech
- Cierra Naber, X-Ray

On May 26, the new stewards participated in a three-hour NUHW steward training to understand their rights and responsibilities as stewards, and how to write and file grievances, organize a petition drive, march on the boss, and represent co-workers in investigatory disciplinary meetings.

NEW UNION DUES STRUCTURE

As part of the transition of dues deduction from RA to NUHW, RA leadership agreed to implement the 2017 dues cap according to the NUHW Constitution and Bylaws.

This means the maximum monthly dues will increase from \$110 to \$114, or from \$50.77 per paycheck to \$52.62 per paycheck. The cap increase should be in effect once dues begin to be remitted directly to NUHW.

If you have any questions, please contact Organizer Alex Early at aearly@nuhw.org.

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.



NUHW CONDEMNS OBAMACARE REPEAL VOTE

NUHW denounced the U.S. House of Representatives' May 4 vote to repeal Obamacare and replace it with a plan that strip four million Californians of their health coverage and boost costs for many more.

"The Republican bill is a massive tax break for insurance companies, Big Pharma and the rich at the expense of millions of low-income and middle class Americans who once again won't be able to afford health coverage," NUHW President Sal Rosselli said. "Healthcare workers know a con when they see one, and we will fight to keep this bill from becoming law and pass legislation in Sacramento making California the first state to provide universal coverage."

The 217-213 vote took place before the Congressional Budget Office could examine the impact of the legislation. Under the bill, states would have the option to let insurers once again raise premium costs on people with pre-existing conditions such as pregnancy, obesity, and mental illness, and offer plans that deny coverage for maternity services, therapist visits, and prescription drugs.

If approved by the Senate and signed into law, the Republican bill would imperil health care in California, which added 5 million people to the insurance rolls under Obamacare. The new legislation would:

- Cost California \$15 billion a year – and up to \$22 billion a year by 2027 – in Medi-Cal funding that will force the state to leave millions of low-income residents uninsured.
- Significantly cut tax credits that make health insurance affordable for 90 percent of the 1.5 million Californians enrolled in the Covered California insurance marketplace.
- Effectively cancel coverage for mental health and substance abuse treatment for Medi-Cal recipients.

"Our members are at the forefront of fighting for true mental health parity," Rosselli said. "We will not let the Republicans in Washington turn back the clock to the dark era when millions of people were priced out of the care they needed."

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EVS workers spoke about their manager, who routinely disrespects workers and even ridiculed one of his female workers when she reported that a patient's family member had sexually harassed her.

"It troubles me to see my brothers and sisters, members of the Teamsters and CNA, having to fight so hard simply to get respect on the job," said Deborah Savino. "We are fortunate at this current time in our department, Radiology, that generally our managers treat us fairly and respectfully. Marin General owes the same to all its employees. So we join our co-workers in calling on Marin General to do the right thing by all workers because we are the ones who have made this hospital what it is today."





After listening to all the testimonies, the Workers' Rights Board deliberated privately about a suggested course of action to address and fix the issues workers raised.

"We ultimately all share the same value," said Marin County District 1 Supervisor Damon Connolly, who served on the board. "We want to have the best community hospital possible where patient safety is valued, where there is a high level of care, and also somewhere where you can be proud to go to work."

To see the full video of workers testimonies at the hearing visit [facebook.com/teamsters856/videos/](https://www.facebook.com/teamsters856/videos/)

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

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