



NUHW NEWS AND VIEWS

Petaluma Valley • Santa Rosa Memorial
Queen of the Valley • Redwood Memorial • St. Joseph Eureka

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

DON'T LET QUEEN BECOME THE NEXT SWEDISH

We can't let Providence St. Joseph Health do to Queen of the Valley Hospital what they did to Swedish Health.

In its quest to become one of the largest hospital systems in the country, Providence St. Joseph acquired its rival, Seattle-based Swedish Health Services, in 2012. Since then, according to the Seattle Times, the corporation has significantly increased the number of profitable cases and billings at the Swedish Neuroscience Institute by incentivizing doctors to perform as many surgeries as possible and opt for more high-risk, high-cost procedures.

The Seattle Times coverage led to an investigation by the U.S. Department of Justice, which prompted the institute's top surgeon and top executive to resign. Providence St. Joseph CEO Rod Hochman even took out a full-page in the Times apologizing for the system's lapses in judgment and leadership. These revelations should be alarming for us in California, where Providence and St. Joseph merged last year to become the nation's third-largest nonprofit health system.

continued on reverse

SANTA ROSA WORKERS CONFRONT PRESIDENT ABOUT LAYOFFS

On April 21, Santa Rosa Memorial leaders Maria Huerta, Denise Tillman, and Nicole Ferris delivered to hospital President Todd Salnas a petition with more than 500 signatures from NUHW members, RNs, MDs, and EMT/Paramedics who strongly oppose current and future layoffs. More than two dozen stewards and leaders led the effort to collect these signatures.

St. Joseph cried poverty in March when they notified us of the layoffs, but the hospital is highly profitable. Memorial posted a \$24 million profit in the last six months of 2016, according to state records, including a 10.4 percent operating profit. By calling for layoffs, St. Joseph is shamelessly putting profits ahead of patients. After we delivered the petition, management notified us that they would halt the layoffs scheduled for that

continued on reverse

HOW CALL-OFFS WORK IN HUMBOLDT

A call-off is an unrequested absence of one shift or less due to low census or other patient care considerations. The hospital has the right to call-off or cancel an employee for a whole or partial shift, but they cannot do it arbitrarily. In our last contract fight, we won rules that management must follow to call-off or flex workers.

Management must flex workers in the following order: travelers on overtime who haven't flexed during the current week, workers on overtime, volunteers, travelers, relief workers, then full and part-time workers in rotation.

If you are required to call-off a whole or partial shift, you can choose between using PTO or Low Census Accrual. Using PTO means that you will get paid for hours flexed, but it will decrease your PTO bank. Low Census Accrual means that you will not get paid for the flexed hours, but you will still be accruing PTO for those hours. For example, if you use Low Census Accrual for flexing four hours in an eight-hour shift, you will get paid for the four hours worked, but will accrue PTO for the eight hours.

Departments must maintain records of call-offs for workers to view upon request. For more information on call-offs, review Article 16, section 11 of your contract.

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.

continued from front, Napa

At Queen of the Valley, we've seen Providence St. Joseph's troubling profits-over-patients mentality on full display in recent months. The corporation is now engaged in its third attempt to overturn Queen workers' union election, wasting money on expensive lawsuits rather than investing in patient care and lowering its infection rate, which has already cost the hospital \$2 million in Medicare funding. We need to hold Providence St. Joseph's feet to the fire and remain united. We won't allow Providence to turn us into its next Swedish.

continued from front, Sonoma

day. But the fight is not over. While we continue to bargain with management over the impact of layoffs, we are still making the case that any layoffs would undermine patient care by decreasing staffing and increasing workload. Our community calls on President Salnas to do the right thing: Prioritize patient care. Prove that you're "committed to excellence" and "true to our values" by immediately ceasing implementation of these layoffs and any other reduction in workforce.



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 more information, contact your NUHW organizers.

Humboldt
Daniel Aukerman
(707) 267-5530
daukerman@nuhw.org

Sonoma
Larry Ligouri
(707) 484-4105
liligouri@nuhw.org

Napa
Hilda Poulson
(510) 214-6732
hpoulson@nuhw.org

NUHW
NATIONAL UNION OF HEALTHCARE WORKERS

NUHW.org
 healthcareworkers
 NUHW
 healthcareworkers