



NUHW NEWS AND VIEWS

Keck Hospital of USC • Sodexo at Keck Hospital of USC
Norris Cancer Hospital of USC • Sodexo at Norris Cancer Hospital of USC
Healthcare Clinic 1 • Healthcare Clinic 2

JUNE 2017

AROUND THE UNION

One hundred and twenty-five service and technical workers at **Kindred Hospital San Diego** voted overwhelmingly June 13 to join NUHW. They formed a union to fight for a voice in the workplace, to advocate for better staffing and patient care, and to win competitive wages and better benefits. NUHW now represents workers at four Kindred hospitals in the state.

Sodexo-employed workers at **Fountain Valley Regional Hospital** in Orange County have been negotiating their first contract. Despite some progress, Sodexo is unwilling to move on wages and benefits. NUHW members are holding a community rally on June 21 to call attention to Sodexo's poor proposal and poverty wages.

Members at **Kindred Hospital San Francisco Bay Area** voted by a 91 percent margin last month to ratify a new three-year contract for two separate bargaining units — RNs and technical workers. The agreement provides wage increases of 5 percent the first year and 3 percent each year after for RNs, and 3 percent each year for technical classifications, including special adjustments for several Respiratory Therapists.

Dozens of NUHW members and allies converged on the Capitol May 19 to urge lawmakers to support **SB 562, The Healthy California Act**, a trailblazing bill

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NORRIS SODEXO WORKERS TO PICKET JUNE 22 FOR FAIR CONTRACT

While our bargaining team and Norris Sodexo management are getting closer to an agreement, as of our June 12 session, we remain far apart on wages and benefits.

Sodexo has refused to fairly compensate us by matching our wages with those of Keck workers performing the same work. Sodexo has proposed other severe takeaways, including the reduction of paid sick time and the elimination of some health insurance benefits.

As a result, our bargaining team decided that we must take action to protest Sodexo's inadequate proposal. We will conduct an informational picket on June 22. An informational picket is not a strike or a work stoppage. It's a picket line outside the hospital that we join before our shift, after our shift, or on our lunch break. A picket sends a message to management that we are willing to fight for a contract that safeguards jobs and offers fair pay.

JOIN US!

Thursday, June 22

11:30 a.m. to 1:30 p.m.

Norris Hospital
(sidewalk)

1441 Eastlake Ave

KECK S&T: VACATION SCHEDULING

Every January management will ask for your vacation preferences for the rest of the year. By March 1, management will inform you about the status of your vacation requests and will post the full annual vacation schedule in every department.

Barring any patient care or operational issues, management will approve vacation requests based on seniority. If you choose to split your vacation into two or more increments, seniority applies only to your first choice. The most senior employee will then go to the bottom of the request list and will be considered for their second choice after a full rotation by seniority, then to the bottom of the list again for a third choice, and so forth.

You may still submit vacation requests after the annual scheduling period, which will be granted on a first come, first serve basis. However, if competing requests are submitted on the same day, seniority will determine

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Around the union

continued from front

that would make California the first state to guarantee health coverage for all residents. A few months earlier, NUHW leaders in Northern California joined hundreds at a community meeting in Roseville and a rally in Sacramento in support of SB 562.

Workers at two Brios-owned Marin County nursing homes marched on their boss May 31 and presented new contract proposals that include raises and increased staffing levels to improve patient care. Workers at **San Rafael Healthcare and Wellness Center** have been without a contract for three year. **Novato Healthcare Center** workers are seeking their first contract after 18 months of negotiations. This action came on the heels of last month's successful informational picket where San Rafael workers and their allies rallied at the facility to alert the community that Brios is short-changing Marin County patients and workers.

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.



NORRIS WORKERS RATIFY CONTRACT

Norris service and technical workers ratified their first contract May 10, achieving parity with other NUHW-represented USC employees. They won some significant improvements, including the following:

- Access to free employee and family HMO option beginning January 1, 2018.
- Wage scale implementation, up to 15 years of service, beginning May 14, 2017.
- Ratification bonus of \$250.
- Creation of a Patient Care Committee to address the hospital's staffing and safety policies and paid time for members to attend committee meetings.
- Progressive discipline documents void after 12 calendar months.
- A grievance procedure to resolve issues with binding arbitration from a third party if we cannot agree to a resolution
- Payment in lieu of healthcare insurance benefit.
- PTO cash-out up to four times a year beginning January 1, 2018.
- Union representation and steward recognition in disciplinary investigations.

continued from front, vacation scheduling

the outcome of those requests. Management will notify you in writing of approval or denial of your requests no later than two weeks after receiving them.

You must first use your accrued paid time off (PTO) for vacation. If you don't have enough PTO accrued, you may take up to two weeks unpaid vacation time.

For more on vacation scheduling, review Article 28 of your contract.

STEWARD RECRUITMENT

We are recruiting stewards to help strengthen our union and enforce our contract. Please contact a steward if you're interested.

BIOMED Carlos Gularte	Elvira Campos Roy Yanez	Diego Cordero Anjila Sharma Akena Scotland Marcheta Collina	PHARMACY Tommy Kwan
CENTRAL STERILE Joel Carino Rafael Martinez Raymond Lopez Sossie Elmajian Nelson Roman Suhay Rivera Annai Rocha Francisco Herrera	FACILITY Otis Leonard Manuel Ramirez	MATERIALS MANAGEMENT Gerry Valadez	PULMONARY Basil Nasir
CT IMAGING Mark Bosteder	GI/ENDOSCOPY Claudia Hildago	OPERATING ROOM Daniel Olivares Nicole Ambris Miguel Valdivia Dobora Springer	RESPIRATORY Adela Rea Alex Corea Noemi Aguirre
EVS Oscar Mata	IMAGING/ RADIOLOGY Creight Fontenelle Matia Cajina Charlene Hsu	OUTPATIENT Shirley Calderon	SODEXO – CAFETERIA Hilda Pena Armando Hernandez Elvis Careaga Crystal Pool Diluvina Ramirez
	LABORATORY Traci Mills		

UPCOMING STEWARD COUNCIL MEETINGS

Keck USC: Wednesday, July 12 • 1 – 3 p.m. • Cardinal Room, KH first floor

Keck Sodexo: Thursday, July 20 • 1 – 3 p.m. • Cafeteria

For more information, please contact your NUHW Organizer.

Keck: Michael Torres at (213) 254-8701 or mtorres@nuhw.org.

Norris: Ian Woolverton at (508) 667-7056 or iwoolverton@nuhw.org

NUHW
NATIONAL UNION OF HEALTHCARE WORKERS

