



# 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 I • Healthcare Clinic II

## JULY 2017

### Keck: A note about our union-negotiated raise

Based on our collective efforts in our last round of negotiations, per diem workers won a 2.5 percent wage increase each year of our three-year contract. July 1, 2017, marked the last per diem contractual raise for bargaining unit members until we negotiate our new contract in 2018.

Full-time and part-time workers received their last annual wage increase, ranging from 3 to 9 percent, on May 14 and should have also received their retroactive raises for the period from May 1 - May 13, 2017.

For more information on any pay-related issues, please contact an NUHW steward.



### NORRIS SODEXO WORKERS PICKET FOR FAIR CONTRACT

More than 120 workers from Keck Medical Center, Norris Cancer Hospital, and Healthcare Clinics I and II demonstrated outside Norris June 22 to protest poverty wages paid by Sodexo, the hospital's housekeeping subcontractor. Together, we sent a strong message to USC and Sodexo that we're not second-class workers and that we're an important part of the Trojan family.

Despite reporting a \$1.2 billion profit last year, Sodexo pays its cleaning staff at USC Norris an average of \$12.17 per hour. Workers doing the same job at Keck Medical Center two blocks away are employed directly by USC starting at nearly \$15 per hour.

In addition, Sodexo is demanding huge concessions from workers, including:

- Reduction of health benefit levels, forcing workers to pay up 400 percent more per pay period for inferior benefits.
- Almost a 50 percent reduction of annual sick time.
- Retaliation against workers for using their accrued sick time.
- No subsidy for work shoes even though it's a requirement of work.

*continued on reverse*

### Upcoming Meetings

**Keck Steward Council meetings**  
Cardinal Room  
Second Wed. of the month

July 12, 1 – 3 p.m.  
August 16, 2 – 4 p.m.  
September 13, 1 – 3 p.m.  
October 18, 1 – 3 p.m.  
November 15, 2 – 4 p.m.  
December 13, 1 – 3 p.m.

**Keck Sodexo Steward Council meetings**  
Cafeteria  
1 – 3 p.m every third Thursday of the month except for the December meeting, which is on the second Thursday.

July 20, August 17, September 21, October 19, November 16, December 14



### BARGAINING BEGINS CLINICS WORKERS

After voting to join NUHW in March and April, approximately 130 workers from Healthcare Clinics I and II and other units will begin bargaining soon.

**Join us as we begin bargaining!**

**July 19 • July 21  
August 9 • August 16**

Both sessions are held at 2011 N. Soto Street, HR II complex from 9 a.m. to 5 p.m, tentatively in room 1001.



## Our Stewards

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

### KECK

<b>BioMed</b> Carlos Gularte	<b>Laboratory</b> Traci Mills Diego Cordero Anjila Sharma
<b>Central Sterile</b> Joel Carino Rafael Martinez Raymond Lopez Sossie Elmajian Nelson Roman Suhay Rivera Annai Rocha	Akena Scotland Marcheta Collins
<b>CT Imaging</b> Mark Bosteder	<b>Materials Management</b> Gerry Valadez
<b>EVS</b> Oscar Mata Elvira Campos Roy Yanez Curtis Robinson	<b>Operating Room</b> Daniel Olivares Nicole Ambris
<b>Facility</b> Otis Leonard Manuel Ramirez	<b>Pharmacy</b> Tommy Kwan
<b>GI/Endoscopy</b> Claudia Hidalgo	<b>Pulmonary</b> Basil Nasir
<b>Imaging/Radiology</b> Creight Fontenelle Matia Cajina Charleen Hsu	<b>Respiratory</b> Adela Rea Alex Corea Noemi Aguirre
	<b>Sodexo – Cafeteria</b> Judy Oliva Armando Hernandez Elvis Careaga Crystal Pool Diluvina Ramirez

### NORRIS

<b>Imaging</b> Hector Herrera	<b>Hematology Oncology</b> Maria Hyde
<b>Laboratory</b> Andrew Fernandez Mekicia Gillett	<b>Oncology Services</b> Angelita Ramirez
<b>Materials Management</b> Jesus Salgado	<b>Rad. Oncology</b> Barbara Buckley Oscar Vargas Mike Moon
<b>Radiology</b> Karleen Rushton	
<b>Surgery</b> Tiffany Washington	

*continued from front,  
Norris Sodexo workers picket*

“We work at the epicenter of outsourcing,” said Sonia Tejada, who has been on the USC Norris cleaning staff for 25 years. “How is it fair that just down the street at Keck Hospital of USC, people doing the same job as me work directly for the university and make thousands more dollars a year than I make here working for Sodexo?”



USC continues contracting with Sodexo even as other educational institutions have heeded calls to stop exploiting workers. The Los Angeles Unified School district pays its employees at least \$15 per hour, and the University of California is requiring that all workers at its campuses — including the employees of subcontractors — make at least \$15 per hour.

Join us at our next bargaining session to demand respect and parity for Sodexo workers at Norris.  
Please wear an NUHW button to show your support.  
Monday, August 1 • 10 a.m. to 5:30 p.m.  
FMCS • 550 N. Broadway, Glendale

## 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, 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

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