



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

APRIL 2017

Around the union

Service and technical workers at **UCSF Benioff Children's Hospital Oakland** won a three-year contract, totaling 14 percent wage increases, including across-the-board increases, retroactive pay, and market adjustments for all employees. Workers also won improvements in other areas, including shift differentials, tuition reimbursement, meal allowance, and more. NUHW represents two additional bargaining units at the hospital.

NUHW members at **Sutter-California Pacific Medical Center** won two grievance victories by forcing management to honor union jobs and seniority:

- 1) An Anesthesia Technician received pay for a shift that management gave to a non-union employee.
- 2) Two EVS employees received overtime pay after management gave the overtime opportunity to a less-senior employee.

Sterile processing techs at Napa's **Queen of the Valley** organized their co-workers in other departments to join them in a march on the boss to address chronic understaffing and poor communications at the hospital. In their meeting with the hospital's CEO, they outlined issues and asked management to take specific, concrete steps to resolve them. Management committed to deal with these staffing issues by hiring and strategically using more per diems, and to respond soon with a more thorough plan.

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DOZENS OF KECK USC WORKERS JOIN NUHW

More than 60 workers at Keck Medical Center at the University of Southern California voted overwhelmingly to join NUHW in the past month. NUHW now represents more than 1,000 workers at two USC hospitals – Keck Medical Center and Norris Cancer Hospital.

On April 12, 18 workers at Keck's Beverly Hills clinic voted 94 percent to join NUHW. Six inpatient radiology workers voted March 29, and nearly 40 lab and outpatient radiology workers voted to join March 23. We have two more elections scheduled later this month for other USC workers seeking to join our union. These recent wins come on the heels of last year's victory of more than 170 service, technical, and Sodexo-employed workers at Norris Cancer Hospital, who are now bargaining first-time contracts.

Keck and Norris workers' goals are to improve staffing and the quality of care at the hospital, protect benefits, and achieve parity with NUHW-represented service and technical workers at USC, who won a strong contract last year.



Beverly Hills clinic workers (top), inpatient radiology (above) and outpatient radiology (right), celebrate their election victories.



KECK: UNDERSTANDING YOUR RAISES

Wage increase effective May 1, 2017

Annual raises go into effect May 1 for full-time and part-time employees at Keck Medical Center.

If you are **at the correct wage step or above the wage scales**, you will receive a 3 percent raise.

If you are **below the wage step** designated for your years of service, you are eligible to receive a raise of up to 9 percent. Your hourly wage rate may be increased by up to three longevity steps or to the step that reflects your classification and years of continuous service. No worker will receive less than a 3 percent increase.

Per-diem employees will receive a wage increase of 2.5 percent on the pay period that begins or follows July 1 of each year of the contract.

For more information on compensation, review Article 13 and Attachment B2 in your contract. For a complete list of actual increases, contact your steward or NUHW organizer Michael Torres.

Around the union

continued from front

After a year of contentious bargaining, NUHW reached an agreement with **Providence St. Joseph Health** to add 49 outpatient imaging workers to our 700-member bargaining unit at Santa Rosa Memorial Hospital. The agreement includes placing workers on the existing union wage scale, which provides wage increases for both cost of living and experience. It also includes protections for workers who don't complete the work of co-workers who call off or are floated to the hospital from their clinic. Finally, it includes a process that recognizes seniority for staffing during expanded weekend, evening, and holiday hours.

Patient care committee meetings are up and running at **Kindred Hospital Brea** and **Kindred Hospital Westminster** in Orange County. Committee members at both hospitals have been meeting regularly to address staffing issues and develop solutions. Both committees fought to re-implement interdepartmental huddles to address workload and other workplace issues.

ER admitting workers at **Providence Tarzana Medical Center** began implementing a new trial of 12-hour shifts. They organized, drafted a proposal, and successfully convinced management to agree to a schedule of 12-hour shifts instead of the usual 8-hour shifts for a two-month trial period beginning in February. Fewer work days would allow workers to spend more time with their families, attend their children's school activities, and pursue educational courses.

NORRIS SODEXO WORKERS FIGHT FOR PARITY



Sodexo-employed housekeeping workers at Norris Cancer Center presented all their proposals at bargaining March 29 and 31. They demanded to be treated fairly and paid wages equal to those paid to Keck Medical Center housekeepers, who are employed by USC.

They work side-by-side with hospital employees, performing numerous vital functions to keep the hospital running and ensure patients' safety and comfort. They do

the same work that their Keck counterparts to, but they are paid considerably less. Norris Sodexo workers are determined to end the disparate treatment and achieve parity with in-house hospital workers.

Join us at our next bargaining sessions on April 24 from 10 a.m. to 5 p.m. at the Federal Mediation and Conciliation Service, 550 N. Brand Blvd, Ste 1150, Glendale.

BARGAINING CONTINUES FOR NORRIS SERVICE AND TECH

Norris Cancer service and technical hospital workers have made progress toward a contract. They placed all proposals on the table and pitched a full economic proposal. We are hopeful that management will accept our demands and respond in good faith. Contact a bargaining team member for copies of our proposal.

Join us at our next bargaining session on April 24 from 9 a.m. to 5 p.m. in the HR Soto II building.

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

CENTRAL STERILE
Joel Carino
Rafael Martinez
Raymond Lopez
Sossie Elmajian
Nelson Roman
Suhay Rivera
Annai Rocha
Francisco Herrera

CT IMAGING
Mark Bosteder

EVS
Oscar Mata

Elvira Campos
Roy Yanez
Curtis Robinson

FACILITY
Otis Leonard
Manuel Ramirez

GI/ENDOSCOPY
Claudia Hildago

**IMAGING/
RADIOLOGY**
Creight Fontenelle
Matia Cajina
Charlene Hsu

LABORATORY
Traci Mills

Diego Cordero
Anjila Sharma
Akena Scotland
Marcheta Collina

**MATERIALS
MANAGEMENT**
Gerry Valadez

OPERATING ROOM
Daniel Olivares
Nicole Ambris
Miguel Valdivia
Debora Springer

OUTPATIENT
Shirley Calderon

PHARMACY
Tommy Kwan

PULMONARY
Basil Nasir

RESPIRATORY
Adela Rea
Alex Corea
Noemi Aguirre

**SODEXO –
CAFETERIA**
Hilda Pena
Armando Hernandez
Delovin Yoakum
Elvis Careaga
Crystal Pool
Diluvina Ramirez





UPCOMING STEWARD COUNCIL MEETINGS

Keck USC: Wednesday, May 17 • 2 – 4 p.m. • Cardinal Room, KH first floor
Keck Sodexo: Thursday, May 18 • 1 – 3 p.m. • Cafeteria

For additional information, please contact NUHW Organizer Michael Torres at (213) 254-8701 or mtorres@nuhw.org.

NUHW

NATIONAL UNION OF HEALTHCARE WORKERS

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