



# NUHW NEWS AND VIEWS

UCSF Benioff Children's Hospital Oakland

**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.

Workers at the University of Southern California's **Center for Advanced Lung Disease and Cystic Fibrosis** voted unanimously June 14 to join NUHW. Nearly 100 workers at USC clinics have voted to join NUHW in the last several months. We now represent more than 1,000 workers at USC facilities.

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 that would make California the first state to guarantee health coverage for all residents. A few

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## WORKERS WIN LEASE EXTENSION AT JACK LONDON BUILDING

Earlier this year, Children's management announced they would not extend their lease beyond July on the Jack London Square building. Nearly 100 NUHW members work in various departments in the building, including at the Center for the Vulnerable Child, Early Intervention Services, and Psychological Services.

We organized, strategized, and demanded that the hospital meet with us to bargain over any changes to our working conditions. Dozens of workers packed the room at every single meeting with management on this issue and clearly articulated why closing the building in such a hasty manner is problematic for staff morale and highly unethical for patient care.

We successfully pushed management to extend the lease past summer and to meet with us regularly to negotiate a mutually agreeable settlement. While we are still working on reaching an agreement, we're proud of what we've accomplished so far. By uniting, we transformed from a group of workers — up until last summer, we were non-union, at-will employees — to a well-organized group mounting a fight to defend our rights and our patients' standards of care. We will keep you updated on our progress.

## PROFESSIONALS PREPARE FOR BARGAINING



Our bargaining team of nearly 60 Children's professionals, representing nearly 300 professionals who joined NUHW in February, has held several meetings to prepare for bargaining.

## SERVICE & TECH PAY RAISES AND BONUSES

**Retroactive pay raise (retro to April 30, 2016):** separate check on June 30, 2017

**Retroactive bonuses for 2015-2016:** separate check on June 2, 2017

**Retroactive bonuses for 2016-2017:** separate check on June 30, 2017

**New pay raise effective April 30, 2017:** This will appear in first full pay period following April 30 from May 7 to May 20; the raise will appear on check with pay date May 26.

## AROUND THE UNION

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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.

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.

Workers at two Brius-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 years. **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 Brius is short-changing Marin County patients and workers.



## BARGAINING FOR BUSINESS/OFFICE CLERICAL WORKERS CONTINUES

We had a brief meeting with management on May 11 and presented our proposal for wages for all Business/Office Clerical (BOC) classifications, including wage scales.

We also proposed that BOC workers receive annual increases that mirror the increases of Service and Technical workers, totaling 14 percent over three years.

Children's representatives have not responded to our proposal, but they asked questions and agreed to respond at our next bargaining session.

### UPCOMING BARGAINING SESSIONS

Monday, June 19 and Thursday, June 22

NUHW Emeryville Office • 5801 Christie Ave, Suite 525

All NUHW members are welcome to attend!

## NEXT STEWARD COUNCIL MEETING

Our next steward council meeting is on Thursday, June 15, from 1 to 2 p.m. and from 3:30 to 4:30 p.m. in the HR Conference Room.

If your department or worksite does not have a steward, or if you are interested in becoming one, please contact an NUHW organizer (see contact information below).

To effectively enforce our contracts, we must have a strong and widely representative Steward Council.

## 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 NUHW Organizers  
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