



NUHW NEWS AND VIEWS

Sutter-California Pacific Medical Center

JUNE 2017

Around the union

More than 30 caregivers and their allies picketed Brios-owned **San Rafael Healthcare and Wellness Center** on May 7 to alert the facility's neighbors that Brios is short-changing Marin County patients and workers. After more than three years without a contract and five years without a raise, workers are demanding livable wages and safe staffing levels.

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.

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BUILDING OUR UNION'S POLITICAL POWER!

In the past month, NUHW stewards and members have been conducting a COPE drive to help build NUHW's political power.

COPE – our union's Committee on Political Education – also helps us elect candidates who share our values and goals and who can help us win our contract fights. Since union dues cannot be used for federal elections, the only way we can influence political races is through voluntary monthly COPE donations from our members.

Here are other ways we're using COPE funds:

- Fighting for a pro-worker, pro-patient majority on the SF Board of Supervisors
- Winning universal healthcare in California
- Winning better government policies on healthcare and labor that will hold our employers, like Sutter, accountable
- Resisting the Trump anti-immigrant agenda



NEW STEWARD RECRUITMENT

We need more shop stewards! Stewards are the eyes, ears, and power of the union on the shop floor; they help enforce our contract and protect our workplace rights. We need stewards in every department, on every shift. Good candidates for stewards are those who are respected by their co-workers, can communicate both with workers and management, and can move workers to action. NUHW also provides training for new and advanced stewards, so don't be shy if you feel that you don't have experience.

Talk with your co-workers about who should be the steward in your department!

Please contact NUHW organizer Ryan Olds for more information.

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.

NUHW MEMBERS JOIN MAY DAY MARCH

NUHW took to the streets of Oakland for one of the Bay Area's largest May Day marches. Thousands of people marched from the Fruitvale BART Station to San Antonio Park to demand a fair economy for all workers and immigrants.



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.

UPCOMING MEETINGS

NUHW Steward Council meeting

Thursday, June 22 • 1 p.m. • Cal Campus • All members welcome!

For additional information, please contact NUHW Organizer Ryan Olds at (503) 421-4538 or rolds@nuhw.org.



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NATIONAL UNION OF HEALTHCARE WORKERS

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