



NUHW NEWS AND VIEWS

Hazel Hawkins Memorial Hospital • Salinas Valley Memorial Hospital
Visiting Nurse Association of Santa Cruz

JULY 2017

AROUND THE UNION

NUHW members from two Southern California Kaiser chapters and Providence St. Joseph Humboldt and Sonoma Counties have won nearly \$700,000 in back bonus pay in recent months.

One hundred and twenty-five technical workers at West Anaheim Medical Center voted June 20 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.

One hundred and twenty-five service and technical workers at Kindred Hospital San Diego voted June 13 to join NUHW. 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.

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.

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.

HAZEL HAWKINS MEMORIAL GET TO KNOW YOUR STEWARD: ANA ORTIZ

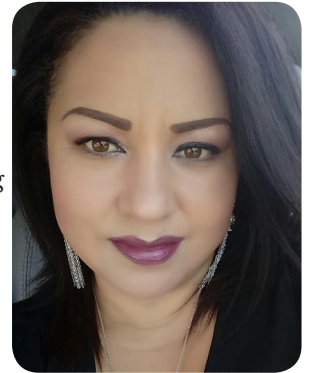
I've worked at Mabie Southside, a skilled nursing facility at Hazel Hawkins Memorial Hospital, as a certified nursing assistant for the past seven years.

I was born in Mexico and came to California at eight years old without any knowledge of English. Growing up in San Juan Bautista, I worked hard to learn English. In 2005, I was diagnosed with stage 1 ovarian cancer while I was pregnant with my third child, but was able to fight and overcome the illness. And again, in 2015 I was diagnosed with stage 2 uterine cancer. After many radiation treatments and surgeries, I beat cancer again. My experiences with cancer have strengthened me as a fighter.

I became a steward for the first time with NUHW. My co-workers elected me to be a steward for both Southside and Northside. I didn't like the representation we received in our old union and how management used to treat us. I've always been outspoken and our boss didn't like it.

We have a second contract now and I can see that things are getting better in the facility. There's always room for improvement though. We have a great staff who look out for each other. We are the union. My motto is, "A strong woman stands up for herself, a stronger woman stands up for others."

Outside of work, I'm also an avid Aztec dancer.



SALINAS VALLEY MEMORIAL UNION DECLINES HOSPITAL'S RECERTIFICATION PROPOSAL

Trini Juarez, senior administrative director of patient care services, approached the union and asked if we'd agree to a one-time six-month extension for nurse aides who have not received their recertification. As per hospital policy, nurse aides are disciplined if they do not meet their recertification deadlines.

We asked management if this proposed extension, or grace period, would apply retroactively to nurse aides who were previously disciplined for the same issue. Management would not provide us with an answer. Without an understanding whether this extension would be applied retroactively and after discussing this at our steward council meeting, we decided to decline management's proposal. Our position is that such rules should apply equally to all members.

SALINAS VALLEY MEMORIAL HOSPITAL EXPLORES BOND MEASURE FOR 2018

In late May and early June, Salinas Valley Memorial Hospital CEO Pete Delgado met with our NUHW stewards to solicit our input on a possible bond measure in 2018 for either hospital retrofitting or new construction. The hospital is considering a few options: a seismic retrofit of only the 1953 building; renovations to other buildings or facilities; or the construction of new facilities. SVMH executives appear to lean toward a hybrid approach of a retrofit and possibly some new construction.

We expressed that it would be difficult to get community support behind the bond measure because of the hospital's history of poor management, including lavishing exorbitant salaries, pensions, and other perks on executives. Given these practices, we're skeptical that the hospital would be able to make fiscally responsible decisions on this matter. The decision on the bond measure would be up to us as members of

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SALINAS ANNOUNCEMENTS

Our new contract is formatted and ready for print. We will let you know as soon as copies are available.

Be on the lookout for your next **union-negotiated raise**, effective August 14!

SVMH has presented its last settlement offer related to our **Paid Sick Leave grievance**. We will discuss the offer at our next steward council meeting. The meeting is open to all NUHW members.

Stewards won increased staffing in room service roll-out.

After many discussions, our stewards successfully convinced management to increase staffing. Management has provided more staffing and is working to adjust our schedules to better manage work-flow and breaks. We will continue to push for more staffing and are happy to report that management has been responsive to our concerns.

UPCOMING MEETINGS

SALINAS VALLEY

Steward council meeting
Wednesday, Jul. 5
4 p.m. • Room CP4

General membership meeting
Wednesday, Jul. 19
4 p.m. • Room CP1&2

Labor-management meeting
Wednesday, Jul. 19
2 – 4 p.m. • Location TBD

Membership informational training
Friday, Jul. 28
7:30 a.m. – 4 p.m. • Room CP1&2

HAZEL HAWKINS

Steward council meeting
Thursday, Jul. 13 • Details TBD

Labor-management meetings
Thursday, Jul. 20 • 12 – 2pm
Thursday, Aug. 17 • 12 – 2 p.m.

VNA SANTA CRUZ

Labor-management meeting
Wednesday, Jul. 26 • Details TBD

New member orientation meeting
Details TBD

SALINAS VALLEY MEMORIAL GET TO KNOW YOUR STEWARD: MARIO REYES

I've been working at Salinas Valley for the past 13 years as a housekeeper. I was born in Texas and grew up in a family of migrant workers. We lived and worked throughout the Midwest, Nebraska, and Colorado.

I remember picking cotton with a sack over my back when I was younger. In my free time, I enjoy baseball and football games. I became a shop steward because I wanted to get involved, make change in my workplace, and fight for better benefits and wages.



SALINAS VALLEY MEMORIAL WHAT TO DO WHEN YOU SUSPECT A CONTRACT VIOLATION

If you believe your supervisor may not be following our contract — for example, on your schedule or a disciplinary matter — please contact your department steward and direct supervisor via email.

At Salinas, we only have 30 days to file a grievance and only seven days in cases of termination. You must grieve a termination immediately if you wish to fight the termination.

In cases other than termination, the first step of the grievance process under our contract is for you to bring concerns to your supervisor. We recommend you bringing up the issue via email to create a paper trail of your outreach efforts to your supervisor.

If your supervisor does not respond, then your steward can escalate the issue to the formal grievance process as laid out in our contract.

Finally, if you decide to file or start a grievance, please copy your steward or union organizer on the grievance email so we can follow up with you.

HAZEL HAWKINS MEMORIAL RECAP OF LABOR- MANAGEMENT MEETING

At our June 15 meeting, we discussed the following:

- Scheduling in radiology, including overtime coverage and the radiology addendum
- Scheduling in OR and the need more staffing due to an increase in scheduled surgeries
- Concerns about several supervisors' behavior, history of nepotism in the facility, and the impact of nepotism on our work



SALINAS VALLEY MEMORIAL *continued from front, bond measure*

the union and residents of the community, so our voices must be heard and included in the process.

We're still waiting to hear back from the hospital. But no matter the option moving forward, our main concern is to protect our jobs so that we can continue to provide quality patient care to our community.

For more information and to voice your thoughts or concerns, please attend our next steward council meeting or general membership meeting.

For more information,
please contact NUHW Organizer Grant Joel Hill at
(831) 521-8493 or gjhill@nuhw.org.

