



# NUHW NEWS AND VIEWS

Sutter – California Pacific Medical Center

**JULY/AUGUST 2017**

## AROUND THE UNION

NUHW members from two Southern California **Kaiser Permanente** 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 June 14 to join NUHW. Nearly 100 workers at USC clinics have voted to join NUHW in the last several months.

Dozens of NUHW members demonstrated outside **Fountain Valley Regional Hospital** and the **University of Southern California's Norris Cancer Hospital** in June to protest poverty wages paid by Sodexo, the hospitals' subcontractor.

One June 10 workers and allies of Providence St. Joseph's **Queen of the Valley** in Napa visited the CEO's home following a complaint by the National Labor Relations Board accusing Queen of the Valley of discriminating and retaliating against pro-union employees.

## STAFFING COMMITTEE ARBITRATION SCHEDULED FOR AUGUST 30

Our next arbitration meeting regarding inadequate staffing in nursing at CPMC is August 30. Stay tuned for more details on the meeting.

We need as many witnesses as possible to testify on how the hospital actually staffs our PCAs and CNAs, as Sutter claims there is no staffing problem and that the hospital is "above national standards." We know that this is not what's happening on the ground.

Please talk to your co-workers about this upcoming meeting. Whether we prevail or not, we will continue to organize for safe staffing and quality patient care.

## NUHW PARTICIPATES IN COALITION, OPPOSING ST. LUKE'S CLOSURES

Sutter–St. Luke's Medical Center has announced the closure of a skilled nursing facility and a medical-surgery unit, with a promise of "further reductions" in the ER. We're monitoring the process to assess any potential impact.

"Knowing Sutter, if they try it at St. Luke's, they will try it on us," said Pac EVS worker and steward Alex Muhanoff.

Longtime steward Herbert Cruz added, "This is why it is important for us to stay active in politics and donate to COPE. If we have to fight Sutter, we need to be strong together and have the support of our political leaders."

Our NUHW contract has many protections for our members, including protections for workers at the new hospital in Appendix N, and protections against Subcontracting in Appendix H.

We fought for and won these protections in the last two NUHW contracts.

## PAC NUHW MEMBERS PURSUE STAFFING GRIEVANCE

Sutter–CPMC has continued its "Lean Management" practices — including call-offs, not posting vacant positions, and understaffing — which has affected many departments in adverse ways.

At Pac Food and Nutrition, these poor practices from management have made it almost impossible for workers to use their accrued PTO and vacation hours. Our stewards have filed multiple grievances, but members there went further in fighting back.

After management failed to post three vacant positions, NUHW members at PAC got organized, crafted a petition, and collected signatures, demanding that management post and fill those positions. Nearly all active Pac FNS employees signed the petition.

Because of the increasing pressure, Sutter–CPMC relented and agreed to

*continued on reverse*

## NUHW RETIREE COMMITTEE

Are you retiring soon?

Be sure to join the NUHW Retiree Committee!

The committee helps newly retired NUHW members transition to retirement, connect with other NUHW retirees, support the struggles of NUHW members, and take action around social justice issues that our union supports. We also hope to plan fun activities of our choosing!

The committee holds four in-person meetings a year at our Emeryville and Glendale offices. In addition, we welcome retired members to join our email listserve for periodic information and updates relevant to retirees.

To learn more about the NUHW Retiree Committee, contact your the committee coordinators Maria Padilla-Castro ([mariapadpaz@gmail.com](mailto:mariapadpaz@gmail.com)) and Marilyn Albert ([malbert@nuhw.org](mailto:malbert@nuhw.org)).



For more information, please contact NUHW Organizer Ryan Olds at (503) 421-4538 or [rolds@nuhw.org](mailto:rolds@nuhw.org).

## GRIEVANCE VICTORIES AND SETTLEMENTS

Our NUHW stewards are instrumental in helping enforce our contract and get results for our members. Recent victories include:

- A Cal hospital attendant received nine hours of back pay for hours not scheduled.
- A Davies EVS employee had a suspension reduced to a warning.
- Lead EVS employees will no longer have to transport carts, a duty formerly done by other departments.
- A CNA received back pay for a shift after being called off in favor of a per diem worker.
- Multiple employees in FNS received PTO after being initially denied.

We need more shop stewards to help enforce our contract in every department. Please talk to your department steward or NUHW organizer if you're interested in becoming one.

*continued from front, staffing grievance*

post three additional per diem positions at Pac and a general per diem cook position to alleviate staffing.

"We are happy they are posting these positions and hope it helps get folks vacation and PTO, but we are going to keep fighting to get these positions filled and protect our work," added Charles.

Despite progress with management's agreement to hire more per diem workers, we are still pursuing the grievance to ensure that management post and fill regular positions as well. We are awaiting the hospital's response before possibly appealing to the next step in the grievance process.

## 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.



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NATIONAL UNION OF HEALTHCARE WORKERS

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