



NUHW NEWS AND VIEWS

Glenn Dyer Detention Facility • Santa Rita Jail

SEPTEMBER 2017

CFMG DELAYS MEETING ON SCHEDULING GRIEVANCE

For months, management has not made a reasonable effort to provide workers with consistent schedules and consecutive days off. We believe this constitutes a violation of our contract.

Stewards have raised this issue with management, explaining that having unpredictable schedules and no consecutive days off hurts workers' morale and their ability to do their jobs well. After continued inaction from management, we filed a grievance on June 26.

After we filed, we asked to meet with management to discuss this issue and to share suggestions on how to improve scheduling. But now, more than two months later, management still has not made an effort to meet with us. We will move forward with the grievance unless management shows that they're willing to work with us.

STEWARDS APPROVE 4-2 GRIEVANCE SETTLEMENT

At our last steward council meeting on July 20, three stewards from Glenn Dyer and three stewards from Santa Rita tentatively approved the settlement of the 4-2 grievance after revisions.

We are now waiting for CFMG Vice President Cindy Watson to send final calculations of the PTO workers accumulated during the months of the 4-2 schedules. Once stewards approve the final settlement, CFMG will be able to start releasing checks for those owed back pay from the settlement.

STEWARDS BUILD RELATIONSHIP WITH ALAMEDA COUNTY SUPERVISORS



NUHW-CFMG stewards and staff with Supervisor Scott Haggerty at his annual chili cook-off.

On July 28, stewards Kim Tovar (GDDF) and Meghean Cain (SRJ) and Perinatal Coordinator Ashley Scarlett continued to strengthen our relationship with the Alameda County Board of Supervisors by attending Supervisor Scott Haggerty's annual chili cook-off and BBQ fundraiser.

We know first-hand how important political support is in Alameda County. Since the county contracts with CFMG, the Board of Supervisors plays a crucial role in assessing the company, and ultimately will decide whether to extend its contract. During our campaign to oust Corizon, we reached out to the Board of Supervisors and met with them individually and at public board meetings to expose our dire working conditions and urge the board to end its contract with Corizon.

We are able to flex our political muscle through our union's Committee on Political Education (COPE) program. COPE allows us to build relationships and alliances with elected officials like Supervisor Scott Haggerty, who led the Board of Supervisors in switching from Corizon to CFMG. COPE amplifies the voices of healthcare workers by creating a program for us to interview candidates for state, local, and federal offices; assess candidates' voting records, vote on endorsements, organize our union volunteer efforts; and donate to campaigns.

In the next month, stewards will recruit more members to donate to our COPE program so that we are better positioned in the future to call on our allies on the Board of Supervisors.

MEMBERS PUSH BACK ON CFMG'S MEDICAL RECORDS LAYOFFS

For the past several months, our stewards and members have organized against management's proposed layoffs in Medical Records and the lack of transparency in the process.

Management informed us in July of their intentions to reduce Medical Records staff to the minimum requirement in their contract with the Alameda County Sheriff's Office. In the ensuing months and throughout the layoffs process, management has been evasive about the full impact of these cuts.

According to our union contract, we have the right to discuss with management the impact of any layoffs. On July 13, five stewards met with management and suggested the least disruptive ways to roll out layoffs at Santa Rita, so that only the least number of full-time and benefited workers are impacted. Management agreed to only layoff per diem workers and one full-time worker, with an effective date of September 1.

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AROUND THE UNION

More than 50 treatment technicians, custodians, office assistants, and cooks at **Janus of Santa Cruz**, a nonprofit drug treatment center, voted overwhelmingly to join NUHW in August to improve working conditions, wages, and benefits. Janus treats about 2,500 clients annually with addictions to alcohol, marijuana, meth, cocaine, heroin, and other drugs.

NUHW's rapid growth in Santa Cruz continued a few weeks later when 98 physical, occupational, dietitians, and speech therapists at **Dignity Health Dominican Hospital** voted to join our union. Workers organized to fight outsourcing and to improve working conditions.

More than 100 **Queen of the Valley** employees, neighbors, and allies, gathered August 25 for a vigil outside the hospital in Napa to urge management to improve working conditions and patient care. Instead of working with caregivers who voted to form a union last year, the hospital withdrew recognition of the union and initiated a costly legal fight to overturn the election.

Nursing home workers formed picket lines at Brius-owned **San Rafael Healthcare and Wellness Center** and **Novato Healthcare Center** on August 22 to defend free speech after Brius refused to settle contracts unless we take down our watchdog website, **BriusWatch.org**. San Rafael workers struck for the day, while Novato workers organized an informational picket. Caregivers are leery of agreeing to take it down when Brius continues to leave their facilities understaffed and under-resourced.

FOUR STEWARDS TO PARTICIPATE IN NUHW ANNUAL LEADERSHIP CONFERENCE

Stewards Blaire Behrens, Esther Chavez, and Kim Tovar of Glenn Dyer and Meghean Cain of Santa Rita will attend NUHW annual Leadership Conference on October 21 and 22 in Anaheim. Every year hundreds of NUHW stewards from throughout California convene to review our progress in the past year and set goals for the coming year. Stewards will also attend plenary sessions and workshops, from steward trainings to strategic organizing sessions.

We will share strategies and learn from other stewards to help build power and improve working conditions in our workplaces. This year, we will also hear from the four leading Democratic candidates running for governor in 2018 and we will vote to endorse one of the candidates.



CANDIDATES FOR GOVERNOR RESPOND TO NUHW

Helping elect the next governor of California will be one of our top political priorities of 2018. NUHW stewards will hear from several of the candidates at our Leadership Conference in October and vote on our union's endorsement. The four leading Democratic candidates have responded to our questionnaire and their full responses are posted on our website, **NUHW.org**.

Be sure to review and share them with your co-workers!

continued from front, Medical Records layoffs

We were caught by surprise when management announced that they'd make reassignment changes at Glenn Dyer, leaving just one worker left in Medical Records. Management made this reassignment without ever talking to us. After asking for a meeting for weeks about this change, we finally got a meeting with George Heron, the health services administrator, on September 1.

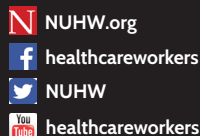
Workers from every job classification and department attended the meeting and told management how much the cuts would negatively affect continuity of care. Management admitted that they had not done a systematic analysis of the workload in Medical Records; as such, they did not have evidence to support their claim that the work can be performed by just one person. After we continued to push back on the short-staffing, management finally agreed to do a more thorough analysis in the weeks following the re-assignment.

If you notice that Medical Records is unable to complete work because of understaffing, please document how this affects your work and give that information to one of the stewards at Santa Rita or Glenn Dyer.

For more information, please contact NUHW organizer Alexandra Early at (617)816-4260 or aearyl@nuhw.org.

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