



NUHW NEWS AND VIEWS

Sutter–California Pacific Medical Center

NOVEMBER 2017

AROUND THE UNION

NUHW continued our drive to organize mental health clinicians with a victory at **Elk Grove Unified School District** (Sacramento County) in late October. Nearly 40 Elk Grove mental health therapists and behavior support specialists are now NUHW members, marking our union’s fourth mental health organizing victory over the past year.

Nearly 120 psychologists, therapists, behavioral health counselors, employment consultants and clinical supervisors at **Richmond Area Multi-Services** voted in a mail-ballot election to join NUHW, seeking staff retention, higher staffing levels, and fair wages. RAMS is a nonprofit that operates in San Francisco schools and serves community members.

NUHW has committed \$100,000 to help victims of the **Northern California wildfires** that killed 42 people and destroyed 5,700 buildings. Twenty-two NUHW members lost their homes in the fire. They will each be offered an immediate \$1,500 grant. A portion of the remaining funds will be donated to the relief efforts spearheaded by the North Bay Labor Council and North Bay Jobs with Justice. The remainder will be set aside to provide further help to NUHW members impacted by the fire.

Following President Trump’s declaration that the **opioid addiction crisis is “a public health emergency,”** NUHW president Sal Rosselli released a statement urging for more resources for mental health care services. Read the full statement on our website: NUHW.org.

STEWARDS CONVENE IN ANAHEIM FOR ANNUAL LEADERSHIP CONFERENCE

Highlights: Gold Star father Khzir Khan, the first 2018 governor candidate forum, and NUHW’s endorsement of Lt. Gov. Gavin Newsom for governor



On October 21 and 22, ten CPMC NUHW leaders joined more than 350 NUHW shop stewards and activists throughout California at the annual NUHW Leadership Conference in Anaheim — our biggest conference yet.

NUHW-CPMC Executive Board Member Pofirio Quintano, EVS at PAC, helped kick off the conference, exclaiming, “I am proud to be a part of this social justice union!”

Stewards reviewed our progress in the past year and set goals for the coming year. We attended plenary sessions and workshops, from steward trainings and political organizing to immigrant rights. Stewards Catalino Calonsag, Davies EVS, and Greg Luna, Davies FNS, helped train 100 new stewards at the Basic Steward Training, while other stewards from CPMC attended the Advanced Steward Training. Our stewards also attended a strategy session with stewards from other facilities throughout the state, where we planned our bargaining priorities and organizing goals.



Stewards discussed our 2018 goals and strategies.

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UPDATE ON STAFFING COMMITTEE

After arbitration in late August regarding understaffing among PCAs and CNAs, Sutter and NUHW both received transcripts of the hearing. NUHW attorney Florice Hoffman then submitted the union’s legal brief, which explains our argument that when Sutter pulls sitters out of the count, or does not replace employees when they call in sick, the hospital violates its own staffing guidelines. The arbitrator will use the brief, testimonies by NUHW members and department managers, and evidence presented by both parties to make a decision. We will let members know right away when we receive a decision.

We have convened the same process for what we feel is severe understaffing in Food and Nutrition. This process includes multiple meetings of the staffing committee, after which, the union may appeal to a review committee for a final chance to come to agreement. If there is no resolution at the review committee, the union may appeal to arbitration.

STEWARD COUNCILS

Join us at the next
Steward Council Meeting.
All members welcome!

Thursday, December 21

1 p.m.

Cal AB Combined
Conference Room

WE NEED MORE SHOP STEWARDS!

Stewards are the eyes, ears, and power of the union on the shop floor. They help enforce our contract, protect our workplace rights, and build power for our next contract fight. We need stewards in every department, on every shift.

Good candidates for stewards are those who are respected by their co-workers, can communicate with both 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.

We are particularly in need of shop stewards in Surgery, Sterile, and at Cal campus. Talk with your co-workers about who should be the steward in your department!



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

continued from front, NUHW Leadership Conference

Gold Star father Khzir Khan — who achieved national recognition last year when he pulled out a pocket constitution during a speech to the Democratic National Convention, while condemning Donald Trump's call to put a ban on Muslim immigration — delivered an emotional keynote address. "Your work is sacred work; You are the custodians of our nation's values," Mr. Khan told our leaders.



The four leading Democratic contenders debated at the NUHW-sponsored candidate forum in Anaheim.

NUHW also sponsored the first 2018 governor candidate forum at our conference, featuring the top four Democratic candidates on stage together for the first time — Lieutenant Governor Gavin Newsom, State Treasurer John Chiang, former Los Angeles Mayor Antonio Villaraigosa, and former State Superintendent of Public Instruction Delaine Eastin.

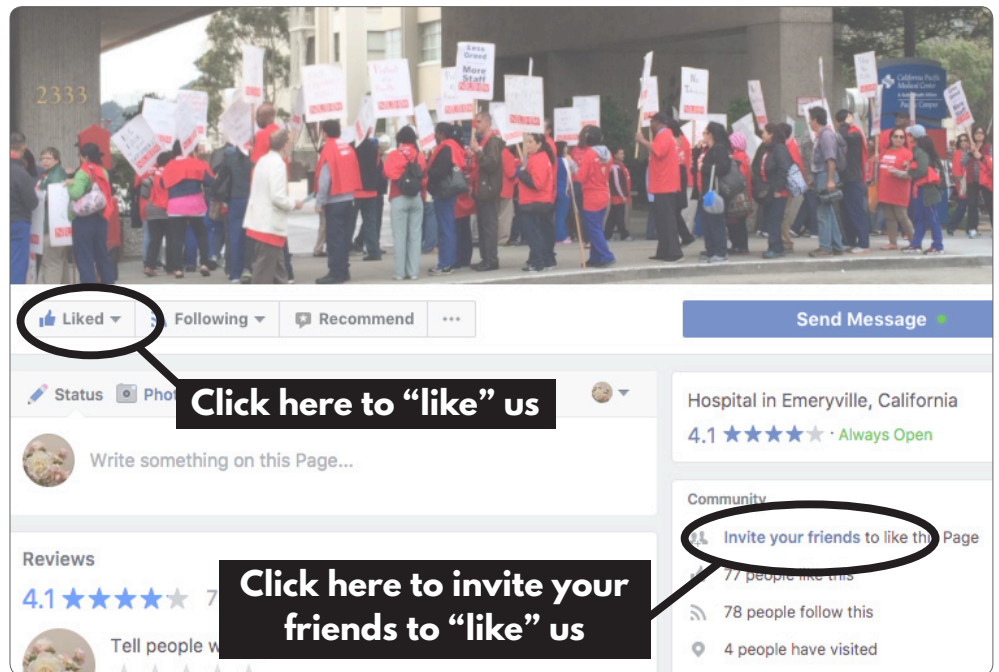
The Democratic contenders outlined their positions on healthcare, immigration, workers' rights, and affordable housing. After the forum, our stewards voted to endorse Gavin Newsom in the 2018 California governor's race.

"I enjoyed the debate," said Linda Ruest, Central Distribution at Cal. "Each candidate did well answering the questions, and I think we picked the best candidate for Governor. And I was touched by Khan's speech. He really made me have hope for our country."

Ivonne Cortez, CNA at Davies said, "the conference was very busy, but I had fun with my CPMC family, and learned a lot!"

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