



NUHW NEWS AND VIEWS

Seton Medical Center • Seton Coastside

NOVEMBER 2017

DID YOU KNOW? Working consecutive weekends

We won the right to have at least every other weekend off. According to our contract, management should grant regular full-time and part-time employees every other weekend off.

This provision does not apply to employees who hold positions that are normally scheduled every weekend or to employees who elect to work weekend shifts.

As a regular full-time or part-time employee, you will receive a day of paid time off if you meet one of the following conditions:

- Seton requires you to work three or more consecutive weekends
- Seton requires you to work two consecutive weekends AND a Saturday or Sunday immediate following

You will also receive an additional day of PTO for each succeeding weekend or Saturday or Sunday until granted a weekend off.

For more information, review **Article 18: Work Week in your contract.**



WE WON NEARLY \$30,000 IN OVERTIME PAY FOR PHARMACY TECHS

We recently became aware that management had been scheduling Pharmacy Techs to work 10-hour shifts and not paying them overtime after 8 hours. After multiple meetings with workers in the department and with management, it became clear that management had a record of hiring certain techs as “10/40s,” meaning techs are working four 10-hour shifts four days per week.

Management’s interpretation of this 10/40 classification meant that they did not have to pay 1.5x after 8 hours in a day. Rather, they were only paying these techs overtime if they worked more than 40 hours in a week.

Article 18 in our NUHW contract states that “All work in excess of 8 hours per day, forty hours per week shall be paid at the rate of 1.5x the regular rate of pay.”

After fighting to enforce our contract and correct management’s failure to pay overtime, we were able to win nearly \$30,000 in back pay for 12 Pharmacy Techs.

NEW STEWARD SPOTLIGHT: NANCY ALVAREZ

MY BACKGROUND

I first came to Seton as a Certified Nursing Assistant student through a joint venture program between San Francisco City College and Seton. After graduating, I took a permanent CNA position working on the Skilled Nursing Unit at Seton until December 2007 when I moved to the staffing office at Seton Coastside. I recently decided to go back to school to become a nurse. I’m currently enrolled at the University of San Francisco’s School of Nursing in its Master in Nursing: Registered Nurse Clinical Nurse Leader program. I expect to graduate the fall of 2018.



Nancy casts her ballot in NUHW’s endorsement vote for California governor. See story on reverse.

I recently moved to the main staffing office in March 2017 to help out because there was a staff shortage. Since I’ve been in this office, I’ve noticed changes that need attention by our union. The office has gone through multiple changes and management has not replaced employees who left.

WHY I BECAME A SHOP STEWARD

Because of the staffing shortage and its impact on our work, I thought this was a good time to read our union contract and educate myself better on the language. This June the office experienced another change: Management misinterpreted our contract language and did not follow proper investigatory procedures. I then reached out to our union organizer and informed her that I would like to become the shop steward for my department. Becoming the shop steward for my department showed my co-workers that together we would have a voice. Our rights could not be infringed upon.

POLITICAL VIEWS

I’m sometimes conservative, other times liberal, but always a Democrat. The current administration has taken us to an all-time low. We are the laughingstock of the world and we have a president whose finger is ready to launch us into the next world war. Our involvement in our union and politics is more important now than ever. This is why I am stepping up to be shop steward.

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.

For more information, please contact NUHW Organizer Laura Watson at (510) 220-4578 or lwatson@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

Stewards from Seton joined more than 350 NUHW shop stewards and activists throughout California for the annual NUHW Leadership Conference in Anaheim October 21 and 22.

Stewards reviewed our progress from the past year and set goals for the coming year.

We attended plenary sessions and workshops in English and Spanish on subjects ranging from steward trainings and political organizing to immigrant rights. And we shared strategies and learned from each other so that we can continue to build power and improve our working conditions when we return to our facilities.

Gold Star father Khzir Khan — who achieved national recognition last year when he pulled out a copy of the U.S. 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. He praised members for our work on behalf of patients and our stand as a Sanctuary Union.



Mr. Khan moved the crowd with an emotional keynote address.

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.



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

"Your work is sacred work," Mr. Khan told our leaders. "You are the custodians of our nation's values."

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



Stewards voted to endorse Gavin Newsom for governor of California.

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NATIONAL UNION OF HEALTHCARE WORKERS

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