



# NUHW NEWS AND VIEWS

UCSF Benioff Children's Hospital Oakland

DECEMBER 2017

## STEWARD SPOTLIGHT DAVID HAMPTON

*Every newsletter, we will feature one of our stewards for our CHO community to get to know each other better. Meet David Hampton, an animal technician, who has taken a strong leadership role in our union.*

I became a steward because my crew thought I would be the most salient voice for our concerns, and it would put me on the front lines of changing things for the better. It's been my experience that in making changes that goes beyond your own interests, you're going to need more than just yourself. But also that the inertia required for change cannot be generated without a vision, no matter how many people you have.

My hope for my colleagues at CHO is that we see the utility and longevity in actively engaging within our union. I hope that together we can experience the leverage provided by our numbers. Our collective power is not only a sword against the opposition to labor, but it also provides us with the responsibility to utilize our knowledge to uphold our rights and contracts.

My favorite part of being a steward is the camaraderie of our members, as well as the agency and the voice it provides me to build a strong union at Children's.

Outside of work, I like to play with my four children, read, or play a video game or two since I got too old to play semi pro football. I live in Oakland.



David, top left, with CA Senator Nancy Skinner and NUHW staff.

## 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*



Thirty-five Children's stewards and bargaining team members joined more than 350 NUHW shop stewards and activists throughout California at 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.

*continued on reverse*

## HOW ORTHOPEDIC TECHS FOUGHT BACK AND WON

*By Willie Williams, Orthopedic Tech*

After returning to work from medical leave, my manager informed us that we were no longer allowed to use hospital scrubs and that we would have to provide and launder our own uniforms. This is especially problematic because the material we use to make casts gets all over our scrubs. If we try to wash it in our own homes, it can cause serious damage to our washing machines.

Immediately after being notified of the change in the department, I gathered all of the orthopedic technicians and decided to join the union to have a voice so that we would be treated fairly. After joining NUHW and ratifying our contract with the Service and Tech unit, I returned to my manager and asked for assistance in resolving this matter. I proposed that we be allowed to use hospital scrubs or have the hospital provide technicians with a clothing allowance.

After a few days passed, I met again with my manager, with our contract in hand, to see if this issue could be resolved. Management quickly responded that we, the orthopedic technicians, could resume using scrubs that were provided by the hospital. With the backing of our union, we were able to resolve this issue within a few days, when previously it would have taken longer or might not have been resolved at all.



Willie, back row top right, with some of his fellow Service and Tech stewards.

## 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](http://NUHW.org).

*continued from front, NUHW Leadership Conference*

He praised members for our work on behalf of patients and our stand as a Sanctuary Union.

"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 John Chiang,



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

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.



Billy Johnson, Aimee Davies, and Bert Farrell with NUHW-endorsed Lt. Gov. Gavin Newsom.

## BUSINESS OFFICE CLERICAL WORKERS WIN STRONG CONTRACT

We did it! NUHW-represented Business Office Clerical workers at Children's Hospital won a strong first contract, voting 98 percent October 12 in favor of an agreement that guarantees raises of at least 13 percent through 2020.

The contract provides a retroactive 3 percent bonus, 3 percent raise this year, and 3 percent raises in 2018 and 2019, and a 1 percent raise in 2020. The contract also includes a defined benefit pension plan, an employer-paid health insurance option extended to part-time employees, protection against subcontracting, shift differentials, tuition reimbursement, and other improvements and benefits.

The contract marks another milestone for NUHW at Children's Oakland. Earlier this year, our 550-member service and technical unit at Children's secured a strong second contract that provided wage increases and improved job security.



*For more information, please contact NUHW Organizer Vanessa Coe at (510) 463-1348 or [vcoe@nuhw.org](mailto:vcoe@nuhw.org).*

**NUHW**  
NATIONAL UNION OF HEALTHCARE WORKERS

[NUHW.org](http://NUHW.org)  
[healthcareworkers](https://www.facebook.com/healthcareworkers)  
[healthcareworkers](https://www.youtube.com/healthcareworkers)