DECEMBER 2017

NUHW NEWS AND VIEWS
UCSF Benioff Children’s Hospital Oakland

STEWARDS CONVENE IN ANAHEIM FOR ANNUAL LEADERSHIP CONFERENCE

Highlights: Gold Star father Khizr 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 Khizr 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.

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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.

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UNDERSTANDING YOUR WEINGARTEN RIGHTS

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, 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.

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.

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.