



NUHW NEWS AND VIEWS

UCSF Benioff Children's Hospital Oakland

DECEMBER 2018

FOOD SERVICE WORKERS WIN BATTLE OVER TURNAROUND PAY

Our food service workers won a longstanding battle with management over turnaround pay and sent them a powerful message that they can't violate our contract.

Under our contract, food service workers must get 12 hours of rest between each shift or be paid time-and-a-half. As per diem employees, these workers sign up for shifts on an availability list and must be called for work in order of seniority.

But management was intentionally violating the contract by skipping over workers who were next on the availability list, but would have received overtime pay because their last shift had ended less than 12 hours earlier.

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FREE ONLINE CLASSES FOR NUHW MEMBERS

NUHW has its own Continuing Education program, with free online CE classes for more than two dozen licensed and certified job classifications.

To learn more, visit
www.NUHW.org/CE.

SUPPORT EVS WORKERS BY DOCUMENTING LAPSES IN HOSPITAL CLEANLINESS

The best way to support Children's Hospital EVS workers is to document whenever you see that the hospital is not as clean as it should be. That's because we'll be meeting with management next month about the EVS rebid that went into effect December 2.

Although we saved benefits for EVS workers, the rebid still resulted in them having to clean larger portions of the hospital. By documenting instances when the hospital is not clean, we can make our best case to management that the rebid isn't working and we need more EVS workers.

Forms for documenting unclean areas of the hospital were on the back of a recent leaflet. If you need the form, contact Beverly Griffith at (510) 978-7454 or bgriffith@nuhw.org.

Our effort to preserve benefits for all our EVS workers is one of our biggest accomplishments since nearly tripling our strength at the hospital in recent years to 1,400 NUHW members.

Over the course of one week, nearly every NUHW member — along with more than 80 doctors and 300 nurses — signed a petition letting management know that the hospital was already too dirty and that more EVS workers were needed.

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CHILDREN'S HOSPITAL STEWARDS ATTEND NUHW LEADERSHIP CONFERENCE

UCSF Benioff Children's Hospital stewards attended NUHW's recent Leadership Conference in Burlingame. The conference included classes on how to best represent coworkers and understand the rights we have under our contract.

Speakers included United Farm Workers co-founder Dolores Huerta, former State Senate Pro Tempore Kevin de Leon, new elected Congressman Mike Levin (D-San Diego), and Immigration Judge Angela Tabaddor, who also serves as president of the National Association of Immigration Judges.



Food Service Workers

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That wasn't management's only violation of our contract. Managers were also caught doing work reserved for our food service workers, such as stocking shelves and delivering food. Management also refused to train workers for available jobs including cashier duties.

We filed grievances about these violations earlier this year. One manager was fired in connection to these violations, and new managers have indicated that they won't violate our contract. As part of a settlement, we made our members whole. Management agreed to compensate workers for 50 shifts for which they had been denied turnaround pay.

We're proud of our members for standing up for their rights and providing all of us a reminder to management that we can make them honor every provision in our contracts.

KNOW YOUR RIGHTS!

Oakland law protects our right to take sick days, so don't come to work sick and risk spreading your illness. A 2015 city ordinance mandates that employers grant workers nine days of paid sick leave per year with no retaliation.



CHILDREN'S HOSPITAL WORKERS HELP GET OUT PRO-LABOR VOTE IN MIDTERMS

For the second consecutive election, we had among the highest rates of volunteering and contributions to NUHW's political education fund.

Statewide, NUHW members participated in hundreds of volunteer shifts, helping to flip seven House seats that had been occupied by politicians who had voted to repeal the Affordable Care Act and consequently strip health coverage from millions of Californians. Every NUHW-endorsed candidate for statewide elective office was victorious.

In Oakland, we endorsed Sheng Thao, who was elected to the City Council in a district that includes much of the Oakland Hills. With Thao and Fortunado Bas taking office, we will have two new allies on the Oakland City Council.

Children's Hospital workers volunteered more than 60 shifts knocking on doors and making calls on behalf of pro-worker candidates. Our work was not enough to elect Jovanka Beckles to the State Assembly, but our phone banking helped Nikki Fortunado Bas unseat an incumbent on the Oakland City Council in a district that includes the Chinatown, Grand Lake, San Antonio and East Lake neighborhoods.

EVS Workers

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"EVS workers make our hospital a clean, safe place for patients," said Marie Chavez, an infant development specialist. "As I gathered signatures to oppose EVS workers losing their benefits, it was clear that NUHW members were united and determined not to let that happen to our union sisters and brothers."

After several negotiating sessions, we forced management to relent. They agreed that no EVS workers would lose their benefits from the rebid.

"We didn't win everything we wanted, but we won the most important fight," said Jason Coleman, an EVS steward who attended every bargaining session. "It's unheard of to be able to protect everybody's benefits in a rebid, but we did it by fighting hard and sticking together."

We can't let up now. Please document any instance where the hospital is not clean, so we can show managements that we need more EVS workers on duty to provide the clean hospital our patients deserve.



For additional information, contact NUHW Organizers Beverly Griffith at (510) 978-7454 or bgriffith@nuhw.org, or Vanessa Coe at (510) 463-1348 or vcoe@nuhw.org.