On December 21, shop stewards Jackie Morales and Denise Cruz delivered a letter written by our stewards to CEO Dale Surowitz urging Providence to agree to Article 20 – Job Security and Article 22 – Subcontracting. A key part of Article 20 is successorship language, which protects our jobs, our union, and our contract if the hospital is sold. Article 22 prohibits the hospital from subcontracting any bargaining unit work without our consent. These two articles are in our current contract — we are simply asking them to honor what we already have!

An excerpt from the letter:

“Recently, during negotiations, the hospital’s chief negotiator refused to reaffirm our contract’s long-standing language regarding job security (successorship) and subcontracting. This language is contained in Articles 20 and 22 of our collective bargaining agreement and has been in place for more than twelve years.

This language is very important to NUHW caregivers because it helps ensure that our hospital will continue to provide stable, fair jobs to its dedicated workforce, which is essential for delivering high-quality care to our patients. These articles are common in many of our union’s collective bargaining agreements.

We’re ready to bargain with administrators to achieve a fair contract that ensures a stable, experienced workforce so we can continue to provide the highest quality of care to our patients. We believe retaining our contract’s current provisions regarding subcontracting and job security (successorship) are reasonable proposals in pursuit of this goal.”

WELCOME NEW STEWARDS!

Dwayne Riley
CNA
Med Surgery 4
I became a shop steward because I care about our patients. My co-workers also encouraged me to do it. I wanted to learn about our rights, so that we can defend them, and to participate more in growing the strength of our union.

Myrna King
Pt. Nutrition Ast.
FNS
I became a steward because it’s important to build our union and keep members informed of union activities. I also wanted to take responsibility and represent the interests of my co-workers and patient care and safety.
WE WON THREE GRIEVANCES IN RESPIRATORY!

In the past several months, management did not honor seniority when canceling shifts or granting extra shifts, adversely affecting Respiratory Therapists Shayla Gonzalez, Jeff Gonzales, and Ian O’Cain.

The common practice in the past 10 years if management cancelled a Respiratory Therapist out of order, or granted a less senior employee an extra shift over a more senior employee, is to provide the grievant with a full shift’s worth of pay.

Unfortunately, Providence broke away from past practice in recent months. After many months of meeting and pressuring them to do the right thing, management finally agreed to pay the therapists for the shift they would have worked.

JOIN US AT BARGAINING!

Join our bargaining team to fight for a strong contract!

NEXT BARGAINING SESSIONS
January 17, 23 and 30 in NCR from 9 a.m. to 5 p.m.

FROM LEFT TO RIGHT: Jeff Gonzales, Richard Sandoval, Jeff Gonzales, and Ian O’Cain.

UNDERSTANDING YOUR WEINGARTEN RIGHTS

Hey! I need to see you in my office—right now!

Could this meeting lead to discipline?

I’m invoking my right to union representation!

I’ll see when my union rep is available to meet. Then I’ll get back to you.

Maybe! It depends what you tell me!

For more information, please contact NUHW Organizer Carolyn Gomez at (626) 261-3569 or cgomez@nuhw.org.