



NUHW NEWS AND VIEWS

Providence St. Joseph – Tarzana Medical Center

JANUARY 2018

A RETROACTIVE PAY VICTORY!

After Tanya transferred from PBX to the ER as a Registration Associate, she later realized that she had been paid as a PBX Operator for more than seven months while working as a Registration Associate, which has a higher pay rate. Tanya won retroactive pay by showing that the hospital had paid her at the incorrect rate by using her schedule and time card. Congratulations to Tanya for speaking out and winning retroactive pay for her hard work in ER Admitting!

Do you ever work out of job classification?

According to Article 13, Section K – Working Out of Job Classification of our contract, when you relieve another worker in a higher paid classification, you are entitled to receive the higher rate or a 5 percent increase, whichever is higher, for all hours worked in the higher classification. If you work at least half of the shift in the higher classification, you are entitled to the higher rate or a 5 percent increase for the entire shift. When you relieve an employee in a lower paid classification, you will continue to receive your own wage rate.

So remember, next time you help a co-worker, make sure if you are paid for the work you do!

STEWARDS DELIVER LETTER TO CEO DEMANDING JOB PROTECTION

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.



From left to right: Jackie Morales and Denise Cruz.

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.

RULES ON MEAL AND BREAK TIMES

According to the California Department of Industrial Relations, supervisors must relieve their employees of all duties and provide them with a reasonable opportunity to take an uninterrupted 30-minute break typically within the first three to five hours of a shift.

If you work more than 10 hours, the employer must provide a second meal break, unless you have waived the meal break with a written agreement. If you change your mind about waiving, you can notify your supervisor with a day's notice. Supervisors must not impede or discourage employees from taking meal periods. They must schedule meal periods and adequate relief coverage where necessary to comply with this policy.

According to Article 11, Section D4 of our contract, "an employee should make their best effort to notify their supervisor in advance if they are not able to take a meal period. Anytime an employee misses a meal period, they must provide a written explanation as to why the meal period was missed."

We know that things can change very rapidly in the hospital, so make sure to take your meals on time. If you are unable to take your lunch within five hours of your shift for any reason, let your supervisor know immediately. Communication is important to making sure that procedures and work flows smoothly.

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

WE WON THREE GRIEVANCES IN RESPIRATORY!

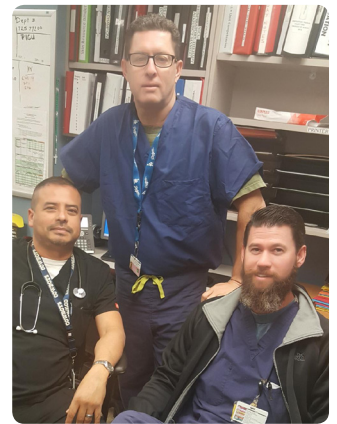
In the past several months, management did not honor seniority when canceling shifts or granting extra shifts, adversely affecting Respiratory Therapists Shayla Gonzalez, Jeff Gonzales, and Ian O'Cain.

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.



Shayla Gonzalez

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.



From left to right: Jeff Gonzales, Michael Rivera, and Ian O'Cain.



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.

Clockwise from left: Princeton Forde (Anesthesia Tech), Dwayne Riley (CNA), Michelle Bitolas (Radiology Technician), Julia S. Thompson (Monitor Tech), and Denise Cruz (CNA).

UNDERSTANDING YOUR WEINGARTEN RIGHTS



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