



NUHW PULSE

FOUNTAIN VALLEY REGIONAL HOSPITAL

MARCH 2018

MISSED MEALS AND RESTS

According to the surveys that we completed last fall, missed meals and breaks are a huge problem.

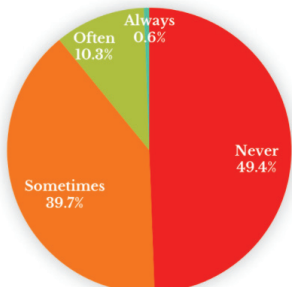
But California law is very clear: If you miss your lunch, you're owed one extra hour of pay. And if you miss one or both rest breaks, you're also owed one extra hour of pay. This doesn't count if you voluntarily miss a break — you must have repeatedly requested to take your lunch or break and had that request denied.

So be sure to submit a missed meal form whenever you miss either of your well-earned breaks!



I miss rest breaks [all units]

36% report always or often *missing their rest breaks*



I miss meal breaks [all units]

50.6% report always, often, or sometimes *missing their meal breaks*

OUR YEARLY APRIL RAISE IS ALMOST HERE!

The beginning of spring is one of the happiest times of the year at the Hospital now that we all get annual raises in April! Everyone's base rate will increase Sunday, April 15, so you can expect to see your raise reflected in your May 4 paycheck.

How is the raise calculated? Last year we negotiated a great new payscale. The only problem was that management couldn't afford to move everyone up to their appropriate step. So instead, we negotiated a series of raises over the three years of our contract that gradually push everyone closer to the pay step they deserve.

For anyone who is currently below the scale, your base rate will go up as much as 3.5 percent. Anyone already on the scale will receive the minimum raise of 2.75 percent. Per diem workers will receive a 2.5 percent raise.

Still wondering how much your raise is going to be? Attend our Membership Meeting on Monday, April 2, 10 a.m. to noon to find out!

SAVE THE DATE
MEMBERSHIP MEETING
MONDAY, APRIL 2

10 a.m. – Noon
Saltzer Conference Room

Ask questions, meet a steward, learn about the hospital's policy on Safe Lifting, and celebrate our second annual raise!



Jody Ponkilla
M3



Glenn Sagun
M4



Justin Evans
Warehouse

WELCOME TO OUR NEW STEWARDS!

An essential key to having a strong union is having an active network of Shop Stewards throughout the Hospital. Shop Stewards are the connective tissue of our Union — they serve as a resource to our coworkers when questions or problems arise, and to back you up when you need it. In addition, they meet every month with Stewards from the other departments to share concerns, and to work on hospital-wide issues around improving patient care and working conditions. Our Stewards are trained in the contract and how to organize.

We're happy to announce that in 2018 we have several new Shop Stewards who have stepped up to take on this important responsibility. Give them a fist bump next time you see them!

AROUND THE UNION

San Francisco workers win arbitration ruling

NUHW members won a landmark arbitration ruling ordering California Pacific Medical Center to work with staff to prevent understaffing of nursing assistants.

Union members had urged the San Francisco hospital address understaffing, but management refused to act.

Thanks to a clause in their contract won during a 2005 strike, the caregivers had the right to take their concerns to an arbitrator, who ruled in their favor.

The arbitrator asked both sides to agree to a float pool that would provide extra workers and indicated he would implement one himself if no agreement is reached.

NUHW members win legal battle against Napa hospital

A federal judge ordered Queen of the Valley Medical Center to begin good-faith bargaining with NUHW and rescind retaliatory actions taken against workers for their union activities.

Workers voted to join NUHW in 2016, but the hospital has tried to overturn the election and had withdrawn recognition of the union.

SODEXO WORKERS HOLD ONE-DAY STRIKE

Scores of striking housekeepers and cafeteria workers along with dozens of allies sent a strong message to Sodexo that they will no longer accept poverty wages, unaffordable health insurance, and short staffing.

The February 1 one-day strike drew numerous elected officials including Santa Ana Councilman Jose Solorio and Westminster Councilman Sergio Contreras, as well as Anaheim mayoral candidate Ashleigh Aitken, Assembly candidate Josh Lowenthal, and several congressional candidates, including Andy Thorburn, Gil Cisneros, Phil Janowicz, Sam Jammal, and Hans Keirstead, NUHW's endorsed candidate to represent Orange County.

OC Weekly, the Los Angeles Times-owned Daily Pilot, and Becker's Hospital Review covered the strike, and the Orange County Register ran a supportive opinion piece several days earlier, penned by Orange County Employees Association General Manager Jennifer Muir Beuthin.

Maria Roman told OC Weekly she has been working for Sodexo for eight years as a patient ambassador, and recently received a two-cent hourly raise from \$10.98 to \$11. Roman and other workers are seeking their first union contract with Sodexo and receiving support from NUHW-represented Fountain Valley employees, who last year signed their first union contract.

"We stick together for a fair contract for us, our families and our patients," Roman told OC Weekly. "We will do whatever it takes!"



EMPLOYEE REFERRAL PROGRAM REWARD: \$7500!

Do you know an RN who's looking for a full-time job? Fountain Valley Hospital is currently looking hard for full-time RNs. If you have a friend who's an RN, and you refer them to Fountain Valley and they get hired, you could earn a referral reward of up to \$7,500! This offer of the increased Employee Referral Program (ERP) only lasts until June 1, 2018. For more info, click the ERP link in the Weekly Brief located on the Fountain Valley website.

OUR FOUNTAIN VALLEY STEWARDS



Jorge Sermeno
Cardiology

Michael Hsu
Cath Lab

Gilbert Alvarado
Cath Lab

Salvador Ordaz
Central Supply

Dulce Sandoval
Central Supply

Victor Martinez
Float Pool

Mailinh Nguyen
Float Pool

Rosario Castillo
Lab

Catherine Ewing
Labor/Delivery

Jody Ponkilla
M3

Glenn Sagun
M4

Ron Rosano
OR

Hannah Le
Pharmacy

Nathaniel Maxwell
PICU/PEDS

Dave Seboldt
Plant Maintenance

Josh Jesus
Radiology

Katie Le
Radiology

Greg Hester
Respiratory Therapy

Elizabeth McCarthy
Respiratory Therapy

Eveline Vieyra
Telemetry

Monique Tu
Ultrasound

Justin Evans
Warehouse

HAVE YOU JOINED OUR
FACEBOOK GROUP YET?

[facebook.com/
groups/NUHWFV](https://facebook.com/groups/NUHWFV)

NUHW

NATIONAL UNION OF
HEALTHCARE WORKERS

For more information, please contact NUHW Organizer
Adam Overton at (661) 373-8679 or aoverton@nuhw.org