



# NUHW PULSE

KECK MEDICAL CENTER AND NORRIS CANCER HOSPITAL

APRIL 2018

## AROUND THE UNION

Caregivers at Brios Healthcare's **Novato Healthcare Center** voted 96 percent to ratify a three-year contract that includes improved wages and healthcare benefits, plus more sick leave and vacation days and a performance bonus.

Members at **Providence Tarzana Medical Center** rejected the employer's wage proposal and are expecting a better offer in their next bargaining session.

Bargaining continues for workers at **Kaiser Biorepository** in Berkeley, Prime's **West Anaheim Medical Center**, and **Kindred San Diego**.

Bargaining for **Sodexo** workers at **Lakewood, Los Alamitos**, and **Fountain Valley** medical centers has been moving slowly, but members are preparing to discuss wages and benefits at bargaining sessions in mid-May.

Several new NUHW units just started bargaining recently. At **Richmond Area Multi-Services** in San Francisco, workers have presented all of their proposals except wage scales, which they expect to finalize soon. Members at **Elk Grove School District** just outside Sacramento presented their proposals at the first session. Members at **Dominican Hospital** in Santa Cruz and **Janus of Santa Cruz** have completed two bargaining sessions each.

And several units are preparing to begin bargaining soon, including three of our Kaiser units — **IBHS, Psych-Social**, and **Healthcare Professionals**.



## CONTRACT NEGOTIATIONS ARE UNDERWAY

With our contracts expiring on April 30, NUHW members from Keck USC and Norris Comprehensive Cancer Center have joined forces at the negotiating table.

Workers at both hospitals overwhelmingly approved a bargaining platform that calls for the following.

- Strong annual raises
- Improved staffing on nursing floors
- Increased PTO accrual rates
- Improved shift differentials
- Improved on-call pay differentials
- Strong wage increases for per diem workers
- One Master contract that includes both Keck and Norris hospitals
- Retention of all existing benefits and job protections in our current contract.

These negotiations are an exciting opportunity to continue building on

our progress at USC. We fought for a one-year contract at Norris last year, setting the stage for joint bargaining to provide us more leverage in contract negotiations.

Our Norris contract guaranteed NUHW members raises and the retirement and health benefits enjoyed by all Keck employees. At Keck, we have won raises, improved wage scales, free HMO health coverage, free parking and vastly improved retirement benefits.

### UPCOMING BARGAINING SESSIONS

Please join your bargaining team as we join together to win a great contract.

**Friday, May 4**  
**Wednesday, May 9**  
**Tuesday, May 29**  
**Thursday, May 30**

## ADVANCED STEWARD TRAINING

Want to learn how to be a better steward? Attend an advanced training session Saturday, April 21, and meet your fellow stewards from across the Southland.

**SATURDAY, APRIL 21 • 10 A.M. TO 2:30 P.M.**  
**NUHW Glendale office • 225 W. Broadway, Suite 155, Glendale**

For more information, please contact NUHW Organizers Michael Torres at (213) 254-8701 or [mtorres@nuhw.org](mailto:mtorres@nuhw.org) or Ian Woolverton at (508) 667-7056 or [iwoolverton@nuhw.org](mailto:iwoolverton@nuhw.org).

## NOMINATIONS FOR STEWARDS ARE NOW OPEN!

We are currently recruiting stewards to help strengthen our union, assist our members and enforce our contract. Please contact a steward to express your interest.

### OUR STEWARDS

**Pulmonary**  
Basil Nasir

**Operating Room**  
Daniel Olivares  
Nicole Ambris  
Mark Delgado

**Imaging/Radiology**  
Creight Fontenelle  
Matias Cajina  
Charlene Hsu

**CT Imaging**  
Mark Bosteder

**Laboratory**  
Traci Mills  
Diego Cordero  
Anjila Sharma  
Akena Scotland

**Materials MGMT**  
Gerry Valadez

**BioMed**  
Carlos Gulate

**Respiratory**  
Adela Rea  
Alex Corea  
Noemi Aguirre

**EVS**  
Oscar Mata  
Elvira Campos  
Roy yanez

**Facility**  
Otis Leonard  
Manuel Ramirez  
Outpatient  
Shirley Calderon

**Central Sterile**  
Joel Carino  
Rafael Martinez  
Sossie Elmajian  
Nelson Roman  
Annai Rocha  
Francisco Herrera

**Pharmacy**  
Tommy Kwan

**GI/Endoscopy**  
Claudia Hidalgo

**Sodexo – Cafeteria**  
Danielle Baker  
Judy Oliva  
Elvis Careaga  
Crystal Pool  
Diluvina Ramirez



## NORRIS SODEXO WORKERS BREAK FREE OF LOW-PAYING SUBCONTRACTOR

In a major victory in our campaign to force Southern California hospitals to stop subcontracting jobs, USC Norris Comprehensive Cancer Center has agreed to bring in-house approximately 50 NUHW members.

These Environmental Services workers had been employed by Sodexo, a French multinational company that pays poverty wages. Several Sodexo workers were making pennies above the state minimum wage, and many of those with 20 years of experience were making as little as \$14.30 per hour.

After joining NUHW, these members walked picket lines and demanded a fair contract. To support them, NUHW engineered a campaign putting pressure on USC to bring the jobs in house. We made a life-sized cardboard cutout of USC President Max Nikias, and carried it around campus encouraging people to take photos of themselves sending Nikias a message to do right by the workers.

We also leveraged our connections

with local political leaders to make the case to USC that these workers deserved to be part of The Trojan Family.

Additionally, we highlighted the plight of workers on social media, producing graphics showing how little they made compared to Nikias, and how easily USC could afford to give them raises.

USC has agreed to cancel its contract with Sodexo later this year and bring the jobs in-house. As part of the agreement, many of our members will be paid at least \$3 more per hour, receive free family HMO health insurance, a retirement plan with a 5% employer contribution, an hourly wage scale that tops out at \$21.15 and the protection of an NUHW contract.

Our fight is far from over. We still need to win fair contracts for Sodexo workers at three Tenet-owned hospitals: Lakewood, Los Alamitos, and Fountain Valley.

## BARBARA BUCKLEY ELECTED TO NUHW EXECUTIVE BOARD

NUHW's new Executive Board was sworn in April 14. elections. Norris members elected radiation tech Barbara Buckley to a seat on the board and members statewide re-elected Sal Rosselli as president of NUHW and elected Dan Martin as secretary-treasurer. The Executive Board, which is elected every three years, sets the union's agenda and manages its finances.



## Upcoming Steward Council meetings

### Keck USC

Wednesday, May 16 • 1–3 p.m.  
Cardinal Room (KH 1st Floor)  
Wednesday, June 13 • 1–3 p.m.  
Cardinal Room (KH 1st floor)

### Keck Sodexo

Thursday, May 17 • 2:30–4:30 p.m.  
Cafeteria  
Tuesday, June 19 • 2:30–4:30 p.m.