



# NUHW PULSE

KECK MEDICAL CENTER AND NORRIS CANCER HOSPITAL

APRIL 2018

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Workers voted to join NUHW in 2016, but the hospital has tried to overturn the election and had withdrawn recognition of the union.



## 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 to set the stage for joint bargaining to provide us more leverage in contract negotiations.

Our Norris contract guaranteed NUHW members raises and the and 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 keep learning 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**

## 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 Gularte

#### 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 NUHW members.

These approximately 50 Environmental Services workers had been employed by Sodexo, a French multinational company that pays poverty wages. Several of these workers have been making 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 deserve 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, 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 to do right by Sodexo workers is far from over. We still need to win fair contracts for our Sodexo workers at three Orange County hospitals owned by Tenet Healthcare.

## 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.