



NUHW PULSE

NURSING HOMES AND ASSISTED LIVING

APRIL 2018



SAN FRANCISCO NURSING CENTER

NURSING ASSISTANTS TO MANAGEMENT: WE NEED MORE STAFF!

On Friday March 23, nine CNAs, RNAs and Housekeepers met with the administrator at SFNC to talk about the chronic short staffing of CNAs on the AM shift. Workers talked about the challenges of having to take care of more patients every time a co-worker calls in sick or goes on vacation and is not replaced.

Workers wore stickers to make their message loud and clear, and the administrator clearly felt the heat. He said he is trying to hire more CNAs and urged workers to refer colleagues and friends to come and work at SFNC. He even increased from \$50 to \$100 the bonus offered for each referred new hire who stays at SFNC for 90 days.

The administrator agreed to try to use registry CNAs to cover workers when they go on vacation. To help ensure coverage on NOC shift, he said he would work with us to make a policy on paying overtime pay when workers work both PM and NOC shift.

Workers will meet with the administrator again at 3:30 p.m. April 18 to check on his progress in improving the staffing situation.

BRIUS NURSING HOMES

WORKERS RIGHTS BOARD: HIGHER PAY, BETTER STAFFING NEEDED AT MARIN NURSING HOMES

After hearing testimony from caregivers, residents and their relatives, a board consisting of Marin County community, political, and faith leaders called Brius Healthcare "a bad actor" and recommended that the State of California find a better operator to run San Rafael Healthcare and Wellness Center and Novato Healthcare Center.

The board also made the following immediate recommendations to management: increase staffing; raise caregiver wages; stop retaliating against employees who speak up for their



NUHW member Maria Martinez addresses the board. patients; and restore fixed five-day schedules in San Rafael. Novato City Councilmembers who attended for the meeting are now asking for a meeting with management to address the concerns raised at the March 4 hearing.

NOVATO HEALTHCARE CENTER WORKERS RATIFY FIRST CONTRACT

NUHW members at Novato Healthcare Center voted 96 percent to ratify a three-year contract that includes improved healthcare and vacation benefits, more sick leave, a performance bonus, protection against unjust termination, and 7 percent wage increases over the life of the contract.

NORTH AMERICAN

COTTONWOOD MEMBERS ARE HOLDING MANAGEMENT ACCOUNTABLE

Cottonwood workers came together for a union membership meeting with NUHW representatives on April 11 to discuss short staffing and resulting workload and safety issues. Workers are frustrated with management's slow response to the staffing shortage. Despite the recent use of registry, call-offs are not being covered and workloads are unsustainable, depriving residents of their dignity and quality patient care.

After the meeting, member Charlotte Mares, steward Betty Drugas, and NUHW Organizers Dennis Dugan and Tara Draper met with Administrator

Harumi Hurrianko and Vice President Michael Moore to discuss members' frustration regarding understaffing, heavy workloads, a lack of consideration of patient acuity, unsafe working conditions, lack of supplies, and broken equipment. Management committed to recruiting and hiring more nursing staff, improving communication regarding how staffing ratios are determined, and improving the process for reporting broken equipment and lack of supplies.

We will follow up on these issues at the next Labor-Management Committee meeting at 2:30 p.m. Wednesday, April 18.

ELOISE REESE BURNS RE-ELECTED TO NUHW EXECUTIVE BOARD

NUHW just held its Executive Board elections, which are held every three years. North American members re-elected Eloise Reese Burns to the Executive Board and members statewide re-elected Sal Rosselli as president of NUHW and elected Dan Martin as secretary-treasurer.



NORTH AMERICAN

MEET OUR COTTONWOOD STEWARDS

Betty Drugas

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What do you do at Cottonwood Post-Acute Rehab?

I am a Certified Nursing Assistant on the A.M. shift. I care for our patients and their basic needs.

Why did you become a steward?

I want to help my co-workers and make sure they are being treated fairly by the employer.

What do you do for fun?

For fun I enjoy playing bingo, it is my favorite thing to do.

What is your hope for other workers at Cottonwood?

My hope is for improved working conditions and wages, so they can be there for their patients in a safe working environment providing quality care.

Ken Musyoki

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What do you do at Cottonwood Post-Acute Rehab?

I am a Restorative Nursing Assistant at Cottonwood Healthcare. I also double



up as a CNA when required to do so on the floor.

Why did you get involved with NUHW?

I got involved with the NUHW because by default it was the union representing the building I worked in. Since 2011 I have tirelessly worked to ensure equitable fare and representation of dues-paying union members. We fought for the change in SEIU and the formation of NUHW.

What has been your favorite part of being steward?

My favorite part of being a steward has been seeing the happy faces and the contentment of members when a pressing issue is resolved.

What do you do for fun?

For fun I enjoy spending time and playing with my daughter. I also play soccer and basketball and I volunteer for the Democratic Party in Woodland helping in mobilization and issue sensitization.

What is your hope for other workers at Cottonwood?

My hope for the workers at cottonwood is to realize that Rome wasn't built in a day and that unity is strength. A journey of a thousand miles begins with a single step—we have made strides over the years, but a lot of work awaits us, and we must forge together, work together and coalesce to solve all pending issues and actively participate in all union activities including political advocacy and mobilization.

Eloise Reese Burns

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What do you do at Cottonwood Post-Acute Rehab?

I am a Certified Nursing Assistant. I have worked at Cottonwood and served as a Shop Steward since March of 1973.

Why did you get involved with NUHW?

As an SEIU member I had enough of President Andy Stern. I helped create NUHW and have been on board ever since.

What is your hope for other workers at Cottonwood?

Workers want to be heard and taken seriously. The last three years we have gone through many challenges, but we are stronger. My hope is for improved staffing and workloads, and better wages.