



NUHW PULSE

PROVIDENCE TARZANA MEDICAL CENTER

MAY 2018



NUHW MEMBERS MEET WITH ASSEMBLY CANDIDATE JESSE GABRIEL

On May 3, more than two dozen members used their breaks and lunches to meet with Jesse Gabriel, a constitutional rights attorney who is running for State Assembly in District 45.

We discussed our contract campaign with him in detail. Jesse's mother is a nurse and he is aware of the sacrifices we make in order to provide excellent patient care.

Gabriel toured the hospital with Stewards Myrna King, Julia Thompson, Denise Cruz, and Kaiser steward Sandra Lopez, a mental health clinician at the Sherman Terrace Kaiser.



BARGAINING UPDATE

“1.5 PERCENT WON'T PAY THE RENT”

For our third contract, we are fighting for wage scales, fully paid medical insurance, and improvements to staffing and patient care.

In the last seven months of bargaining we have gained improvements in our contract and have not given up any of our rights. At our last two sessions, our bargaining team was prepared to negotiate wage scales that would take into account our years of service at our hospital.

But management's chief negotiator stated they are not considering wage scales. They claimed the best they could offer was a 1.5 percent wage increase for full-time and part time employees and 0.5 percent for per diems.

We consider their economic proposal a slap in the face. Earlier this year, the Consumer Price Index reported a 4.5 percent increase in “shelter expense” — one measure of what it takes to own or rent and operate a household — for the year of 2017 in the Southern California region.

Providence Tarzana's management has given us no choice but to stand together and fight to win a strong contract with good wages and quality patient care. We are circulating a petition committing all of us to doing whatever it takes, including picketing and striking, to win a good agreement for our families and patients. We are committed to fighting for quality patient care and affordable health insurance and competitive wage scales that take into account our years of service.

Our picket date is coming soon so make sure you stay in communication with stewards and our representative.

NEXT BARGAINING SESSIONS

MONDAY, MAY 21

WEDNESDAY, MAY 23

9 a.m. – 5 p.m.

18757 Burbank Blvd.
Suite 200

All members are welcome and
encouraged to attend.

AROUND THE UNION

Several new NUHW units just started bargaining recently. Mental health professionals at **Richmond Area Multi-Services** in San Francisco have presented all of their proposals except wage scales, which they expect to finalize soon. Counselors at **Elk Grove School District** just outside Sacramento presented all of their proposals at the first session. And substance use disorder counselors and other members at **Janus of Santa Cruz**, have completed two bargaining sessions, as have members at Santa Cruz's **Dominican Hospital**.

Caregivers at Brios Healthcare's **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.

Members at the University of Southern California's **Keck Medical Center** and **Norris Cancer Hospital** are negotiating their first contract as a single bargaining unit.

Bargaining continues for seven **Kaiser biorepository workers** in Berkeley, for workers at Prime's **West Anaheim Medical Center**, and for workers at **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 the next sessions in mid-May.

And several units are preparing to begin bargaining soon: **The Sequoias**, an assisted living facility in Portola Valley; **North American** nursing homes in Northern California; and three of our Kaiser units — **IBHS**, **Psych-Social**, and **Healthcare Professionals** — are gearing up for bargaining scheduled to begin this summer.

PROVIDENCE MEMBERS RE-ELECTED TO NUHW EXECUTIVE BOARD

NUHW just held its Executive Board elections, which are held every three years. Members re-elected Sal Rosselli as president of NUHW and elected Dan Martin as secretary-treasurer. Members also elected vice presidents



from each of NUHW's major facilities across the California. Providence Tarzana members re-elected Denise Cruz and Julia Sidrow-Thompson.

HOW TO USE EXTENDED SICK LEAVE (ESL)

After Providence St. Joseph Health Systems removed their Extended Sick Leave policy on the corporate level, all PSJ hospitals followed suit. Members who have ESL hours in their bank can take extended sick leave for two situations: 1) approved federal or state leave of absence (includes maternal and paternal baby bonding) to care for a family member's illness and 2) approved intermittent leave to care for a family member after PTO has been exhausted. Everyone's ESL bank will expire on December 31, 2019, so make sure to use your banked ESL hours.

RETRO ACTIVE PAY — FAIR PAY FOR HOURS WORKED

In early March steward Keith Zolezzi filed a grievance on behalf of himself and other co-workers who were put on standby in the Radiology Department. The grievance was filed because the manager refused to pay the radiology technicians time and a half for their call-back from standby which is a direct violation of our collective bargaining agreement. Keith was diligent and successful in resolving the grievance. Wage theft is illegal and is not tolerated by our union. If you are experiencing wage theft make sure to let your steward know about it so we can resolve the issue.

OUR PATIENT CARE COMMITTEE

The Patient Care Committee (PCC) is a monthly meeting between six NUHW members and six Providence Tarzana managers. Our committee works to resolve concerns regarding patient care and services, and the health and safety of our co workers. We invite every member to get involved and participate in building a strong Patient Care Committee.

Currently we have an opening for three members to participate in the one a month meeting. If you are interested in participating, contact a Patient Care Committee member: Denise Cruz (MS 4), Keith Zolezzi (Radiology), Myrna King (FANS), and Dwayne Riley (MS4) for more information. All caregivers are encouraged to get involved and if you have any questions let us know.

OUR STEWARDS

Julia Sidrow-Thompson
CVU

Denise Cruz
MS 4

Keith Zolezzi
Radiology

Myrna King
FANS

Reimundo Castaneda
FANS

Alecia Cornelius
Surgery

Jackie Morales
Emergency Department

George Mirzakhia
Facilities

Maria Rendon De Jesus
Labor and Delivery

Terri Duval
Admitting

Dwayne Riley
MS4

STEWARDS COUNCIL MEETING

FRIDAY, JUNE 15
2 – 4 P.M.

ETWANDA BUILDING 304 A

All members are
welcome to attend.