



# NUHW PULSE

USC: KECK, NORRIS, AND SODEXO

JUNE 2018

## KECK AND NORRIS WORKERS DELIVER “WHATEVER-IT-TAKES” PETITION

Workers delivered more than 750 signed petitions from Keck Medical Center and Norris Cancer Hospital demanding that Keck bargain in good faith. Tentative agreements have been reached on the following 20 articles:

### Preamble

Mission statement of the union

### Article 2: Union representation

Guarantees union rep access to facility and guaranteed paid steward time

### Article 3: Employee status

Defines a full time worker and threshold for part time status in contract

### Article 4a: Seniority

Defines seniority as most recent date of hire uninterrupted with employer.

### Article 4b: Reduction in force

Recall rights and definition of rights to recall within 1 year of notice.

### Article 5: Job vacancies and postings

Provision that allow incumbent employees to use years of seniority in job bidding, usually within 7 days.

### Article 6: Non discrimination

Employer agrees to abide by lawful provisions

### Article 7: union no discrimination

Employer agrees to union rights and non-retaliation for union activity.

### Article 10: Discipline

Employer agrees to just cause standard when discipline is issued. Not relevant after 12 months.

### Article 17: Health and Safety

Employer agrees to adhere to all regulatory rules and regulations regarding safety in the workplace.

### Article 18: Education

Keeps current practice and extends same benefits during contract period.

### Article 19: Leaves of absence

employer agrees to add aunt/uncle to bereavement definition of family.

### Article 20: Successorship

Employer agrees to be sold as package, making union contract enforceable with any or a new employer.

### Article 21: Management rights

Union agree that employer has certain management responsibilities that are reserved for them during this agreement.

### Article 24: Work stoppage

Union and employer agree to no strikes during contract period. Union maintains rights to picket during contract.

### Article 26: Savings clause

Employer agrees to preserve negotiated standard in CBA if federal or state laws changes

### Article 29: Employment and income security

Employer agrees to make every effort to avoid displacement of employees

### Article 35: Bargaining unit work

Employer agrees that it will not allow supervisors to perform bargaining unit work for duration of agreement.

### Article 31: Uniforms

Employer agrees to provide workplace uniforms is dress code is required.

### Article 32: Meals and rest periods

Employer agrees to obey law and rules on meal breaks and penalties if lunch is missed.



## AMBULATORY CLINICS: RAISES AND RATIFICATION BONUSES

Workers ratified their first contract at the Keck Ambulatory clinics and are now waiting for their ratification bonus and scheduled wage scale raises.

Keck Ambulatory clinic workers should expect to receive their raises effective 05/13/2018 and paid on June 1, 2018 payroll. Please take note of this important date and contract Ian Woolverton for more information.

Keck Armor globe group should have received their ratification bonus on the May 18 payroll cycle. Please contact Ian woolverton for more information if missing.

## UPCOMING BARGAINING SESSIONS

### USC

JUNE 4 • JUNE 21 • JULY 6 & 17  
9 A.M. – 5 P.M.  
HR SOTO II COMPLEX

### SODEXO

JUNE 8 • 10 A.M. – 5 P.M.  
FMCS, 550 N. BRAND BLVD  
11TH FLOOR, GLENDALE

## 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.

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** and **Los Alamitos** 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.

## STEWARDS TAKE PART IN ONE-DAY TRAINING

Dozens of new stewards attended a one-day training on their legal duties and representational obligations. Attendees from Keck Ambulatory clinics, Fountain Valley Regional Hospital, Kaiser hospitals, and other Southern California facilities learned new strategies for enforcing our contracts.



### Nominations for Bargaining Committee are now open!

We are recruiting stewards to help strengthen our union and enforce our contract. If interested, please contact a steward, or NUHW organizers Michael Torres at 213-254-8701, motorres@nuhw.org or Ian Woolverton at 508-667-7056, iwoolverton@nuhw.org

## OUR STEWARDS

### Pulmonary

Basil Nasir

### OR

Daniel Olivares  
Nicole Ambris  
Mark Delgado

### Imaging/Radiology

Creight Fontenelle  
Matias Cajina  
Charlene Hsu

### Laboratory

Traci Mills  
Diego Cordero  
Akena Scotland

### Materials Management

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

### Pharmacy

Tommy Kwan

### GI/Endoscopy

Claudia Hidalgo

### New Stewards

Michael Recendez  
Evs

Manual Gonzalez  
Evs

Gustavo Flores  
Evs

Shante Campbell  
Nursing

### Sodexo – Cafeteria

Danielle Baker  
Judy Oliva  
Elvis Careaga  
Crystal Pool  
Diluvina Ramirez

### Norris Cancer Hospital Imaging

Hector Herrera

### Laboratory

Andrew Fernandez  
Mekicia Gillett  
**Materials**  
Jesus Salgado

### Radiology

Karleen Rushton

### Surgery

Tiffany Washington

### Hematology/Oncology

Maria Hyde

### Oncology

Angelita Ramirez

### Radiation Oncology

Oscar Vargas  
Mike Moon

### Keck USC Steward

Cardinal Room, Keck Hospital first floor  
June 12, 1 – 3 p.m.

### Keck Sodexo Steward Council meetings

Cafeteria  
June 16 2:30-4:30 – Keck Sodexo