



NUHW PULSE

SETON MEDICAL CENTER AND SETON COASTSIDE

AUGUST 2018



EVS WORKERS ORGANIZE TO STOP A REBID

By Adela Melara
EVS Steward

Earlier this year, I chose to become a shop steward for the housekeeping department. When I started filing my petition for steward, I didn't know how important my participation would be.

For months, our manager had been proposing an entire rebid of our department, claiming it would create permanent work assignments out of floater positions. But the rebid would have eliminated the seniority our long-time workers earned through years of dedicated service.

The manager's effort was divisive and pitted workers with less seniority against those with more. As a steward, my job is to represent everyone and try to unite all of us to harness our power as workers and union members.

Working with our representative, John Avalos, we were

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NUHW MEMBERS STAND UNITED TO KEEP SETON AND COASTSIDE OPEN

Citing financial pressures, Verity Health announced last month that it is looking will consider selling one or more of its six hospitals, including Seton Mental Center and Coastside.

Verity, which has financial backing billionaire doctor Patrick Soon-Shiong, took over the hospitals from the Daughters of Charity Health System in 2016 after agreeing to guidelines to upgrade hospitals, protect patients and honor union contracts. No buyer has yet been identified in connection with any Verity hospital.

On August 8, NUHW met with Attorney General Xavier Becerra's chief healthcare strategist to express our concerns about Verity and its failure to invest in its hospitals. NUHW also asked that the attorney general's office provide strong oversight of Verity and the sale of any of its hospitals.

Seton and Coastside are vital components of the health care system in Daly City and San Mateo County. We will remain vigilant in protecting our workplace standards and union contract. It's important to understand that Verity's financial instability has nothing to do with the dedication and skill of its workers. As health care



providers, we are the backbone of the Verity system.

If Verity were to sell Seton and Coastside, our union contract would remain in place. No matter who owns our hospitals, we will continue to fight to protect our contract, benefits and pension AND keep Seton Medical Center and Seton Coastside open at no less than the current level of service.

MEMBERS FIGHT TO STOP NEW KRONOS POLICY

On July 27, NUHW filed a grievance seeking to reverse the new KRONOS policy at Seton Medical Center and Coastside. The new policy requires workers to punch-in and punch-out exactly when their shifts end. Previously, workers had a seven-minute grace period before and after their shifts.

The new policy ignores the fact that good patient care means not

putting the clock over patient's needs. The recently established Kronos policy is a change in working conditions that was never negotiated with union membership and violates our contract.

Our grievance asserts that the new policy violates long held past practices affecting the entire union

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AROUND THE UNION

Big victory for Sodexo workers

Sodexo workers at Lakewood and Los Alamitos medical centers reached a tentative agreement on a contract that will boost wages by as much as 40 percent by 2020. Many Sodexo workers at Los Alamitos who were barely making over the \$11 minimum wage, will have their hourly wages jump to \$14.84 in January.

Strike at West Anaheim

More than 100 NUHW members staged a one-day strike at West Anaheim Medical Center August 9 to demand the same pay as their counterparts at other Prime Healthcare Hospitals. The employer has offered 16 percent raises, but that would still leave workers far below the standard salaries.

Napa workers win legal battle

In a victory for Queen of the Valley Medical Center workers, the hospital must immediately resume bargaining even as it continues trying to overturn their 2016 vote to unionize.

In a ruling issued July 16, U.S. Circuit Judge Mary Schroeder wrote that the hospital "engaged in retaliatory and hostile acts against union supporters."

NUHW members win pensions

Professional workers at UCSF Benioff Children's Hospital Oakland displayed tremendous unity in winning a great first contract that includes sizable raises and full defined-benefit pensions for everyone in the 250-member unit.

When workers organized last year, half of them did not have pensions because the hospital had discontinued the pension plan for everyone hired after 2012. But our members stood together and would not sign a contract that didn't restore the pension.

Drug treatment workers demand living wages

Workers at Santa Cruz County's largest drug rehabilitation facility told county lawmakers that the local addiction crisis won't get better until the county pays them a living wage. Santa Cruz has an opioid overdose death rate double the statewide average. Yet, Janus of Santa Cruz, the county's primary addiction treatment provider, pays its employees so little that experienced counselors are leaving the region for better-paying jobs. Turnover at Janus neared 40 percent in 2016.

"Continuity of care is crucial in this field. Relationships are key to our success," Matthew Van Nuys, a drug counselor, told county lawmakers. "Turnover is the absolute enemy of recovery, and it's at an all-time high ... because of wages."

CNAS AND LVNS PETITION TO SAFEGUARD PAST PRACTICES

Nursing assistants and licensed vocational nurses on the fourth floor are working together to prevent the hospital from forcing them to float to other wards.

Management has tried to exploit the opening of the ninth floor coupled with the relatively low summer census to ignore long-held practices when it comes to deciding who gets to work and who gets called off their assignments.

But our union contract protects us from arbitrary decisions, and we as union members must fight

to protect our rights.

In July, we launched a petition to safeguard the fourth floor as a closed unit and demand that management abide by a set plan on staffing our floors. Our LVNs and CNAs refused to be divided by seniority. They are all signing the petition to make sure that arbitrary staffing decisions never become a precedent.

We will address the issue directly with management at our next Labor Management/Patient Care Committee later this month. Stay tuned.

EVS WORKERS

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able to negotiate an agreement that avoided a rebid. Ultimately, we voted to allow every union member in the department to choose unassigned positions by seniority.

Even after we voted, our manager tried to undermine our vote and our contract by attempting to change the shifts and days off of the unassigned positions. But in the



end, we got to choose the assignments in the way that honored our contract and our years of service.

MEMBERS FIGHT TO STOP NEW KRONOS POLICY

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membership. It calls on management to restore the former policy and reimburse workers for any lost wages resulting from the stringent system that management imposed without our consent.

NUHW stewards hope to have this policy reversed by mid-August after meeting with management. If management refuses to reverse the new policy, we may need to take action — like informational pickets — to show them that this is an important issue that must be resolved.

On Friday, July 27, the union filed

a grievance asserting the new policy violates long held past practices affecting the entire union membership. The grievance calls on management to revert back to the old swipe in and out policy and to reimburse workers for any lost wages that resulted under the stringent system that management recently imposed without our consent. By mid August, NUHW stewards hope to have this policy reversed after discussing with management. In the meantime, we may need to take action — like informational pickets — to protect how we have signed in and out and how our hours have been counted over the years.

For more information, contact NUHW Organizer John Avalos at (415) 359-8367 or javalos@nuhw.org.