

WE ORGANIZED! MANAGEMENT NEGOTIATED!

CNAs and dietary workers win better staffing and schedules

“These changes give CNAs the support we need to provide the care our patients deserve”

Cathy Golingo
CNA



“Having a union gave me and my coworkers confidence to address our scheduling concerns with management.”

Jesse Hernandez
Dietary Worker

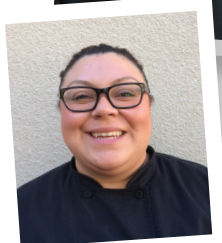
Our new staffing matrix will tie the number of nursing assistants per shift to the number of patients and their level of acuity. This will improve staffing. It took courage and commitment to stand up to management and demand proper staffing. Pictured above: Hermie Pedeglorio, Sandra Stubbs, Cathy Golingo, and Joy Gumiran after meeting with Queen management.

ISSUES AND ACTIONS IN THE NEW YEAR

Are you experiencing unilateral changes to your schedule, staffing, flexing, or job description? These are all negotiable, but we have to organize to win! Here are some opportunities to learn to stand up for yourself and your co-workers:

- Come to bargaining! Bargaining sessions are scheduled at 10am on January 14, 22, 23, and 28 – location TBA.
- Join our contract campaign planning meeting on Saturday, January 19 at 12:30 p.m., 3473 Santa Rosa Avenue, Santa Rosa.
- Learn how to take on management and WIN! Come to the NUHW stewards training on Saturday, February 23, at 10am at our union office at 5801 Christie Avenue in Emeryville.

Dietary achieves seniority-based schedule



We won a new method for setting schedules that finally provides consistency for dietary workers. Supervisorial changes that caused chaos in the past have now been rectified. None of this would have been possible without our involvement as NUHW leaders within our department.

Pictured at left, from top to bottom: dietary workers Anaelia Trejo, Jesse Hernandez, and Analisa Robeldo.

NUHW NATIONAL UNION OF
HEALTHCARE WORKERS

For more information, contact NUHW Organizers Ron Collins at (410) 926-0444, or rcollins@nuhw.org, or Ravahn Samati at (510) 706-5584 or rsamati@nuhw.org.