



FEBRUARY 2019

NUHW PULSE

FOUNTAIN VALLEY HOSPITAL

WELCOME BACK, KEVIN AND HECTOR!

In January, management laid off three warehouse positions. At the time of the layoff, Justin Evans, shop steward in the warehouse, told management the layoffs would make it impossible to clean up cardboard, which increase the risk of infections from insects brought in with the cardboard boxes.



Warehouse meeting to deal with layoffs: Jackie Sandoval, Shop Steward, Central Supply; Brian Roberts; Hector Arrellano; Kevin Garcia; and Justin Edwards, Shop Steward, at our meeting regarding the layoffs.

Within a couple weeks of the lay off implementation, it became clear that Justin and the warehouse team were right, and the three positions affected by the layoffs were “recalled.”

Management realized that the cardboard issue got worse, and because of our union contract, our members affected by the layoffs are now back to their jobs! During the layoff period, two of the workers affected, Kevin and Hector, were able to transfer to other positions within the hospital. The third person already had plans of transferring to a new position.

Now Kevin and Hector are back to work, same shift, same pay; and management is posting an open position to add more staff.

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NURSING ASSISTANTS WIN WAGE INCREASE AND RECLASSIFICATION!

by Michelle Riggins, Shop Steward, 3East

In May 2018 I discovered that many “nursing assistants” were required to submit a “certification” to prove that they were actually “certified nursing assistants,” which in our union contract is a **higher position with a higher rate of pay.**

I then talked to Mailinh Nguyen, a fellow shop steward, and we worked together dividing up the day and night shift and talking to as many co-workers as possible. Ultimately, we learned that nearly 50 nursing assistants were affected by this practice.

Our union filed a grievance and we met with management several times, but we couldn’t agree on a resolution. Our union took the case all the way to arbitration—where an independent arbitrator hears both sides.

On February 20, ten affected nursing assistants attended a ten- hour mediation with management and the arbitrator. **We are proud to say we reached a settlement!**



Some of the nursing assistants who filed the grievance on reclassification: Maria De Barrales, Michelle Riggins, Mailinh Nguyen, Sammy Loza.

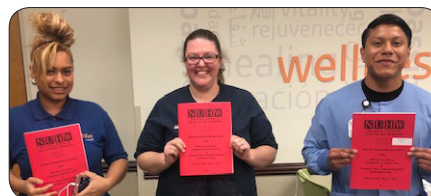
The following are the general terms of the settlement:

- Thirty-five “nursing assistants” will be re-classified to Certified Nursing Assistant positions.
- Each person will receive a \$0.50 per-hour wage increase effective February 24.
- Full-time nursing assistants in this group will receive a one-time \$250 lump-sum bonus.
- Part-time nursing assistants in this group will receive a one-time \$125 lump-sum bonus.

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CONTRACTS DISTRIBUTED TO SODEXO WORKERS

It was about time – eight months after ratification, we finally received



Sodexo workers get their new contract! Daisy Ramos, Shop Steward Amy Cornelious, and Richardo Najera.

our printed contract. After many reviews – because it is our *first* contract – and translation into Spanish, the contract was printed and distributed to NUHW members.

Our long fight – which included many delegations, informational pickets, videos, political delegations, and a STRIKE – earned us wage increases, better benefits, and stronger rights and protections.

NURSING ASSISTANTS WIN WAGE INCREASE AND RECLASSIFICATION

Continued from front

Nursing assistants who were not part of this original grievance, but who have their CNA Certification, will be reclassified as “certified nursing

assistants” and will receive a \$0.50 per-hour increase once they present their certification to Human Resources.

Special recognition to all the members that were present to negotiate a settlement:

Jody Ponkilla, Shop Steward

Mattie Johnson

Patricia Blair

Lisa Vien

Melissa Rebullar

Yadira Leyva

Glenn Cuesta

Josue Hernandez



NUHW members at arbitration: Glenn Cuesta; Josue Hernandez; Melissa Rebullar; Lisa Vien; Patricia Blaire; Yadira Leyva, NUHW Attorney; Florice Hoffman; Mattie Johnson; Jody Ponkilla, Shop Steward; former NUHW organizer, Adam Overton; Michelle Riggins, NUHW Director Antonio Orea; Mailinh Nguyen, Shop Steward; and Barbara Lewis, NUHW Director.

It's been a long fight but we accomplished something big! Thank you to everyone who stood up and stayed united!

KEVIN AND HECTOR

Continued from front

“We are happy to be back” said Kevin and Hector, after a month of uncertainty about their employment. However, the stress caused by the layoffs was unnecessary for these employees. Hector said, “Are they going to do this again next year?”



Cardboard piled up in the units when layoffs occurred in the warehouse.

Justin said, “The cardboard issue involved infection control challenges because the hospital did not have enough staff without Kevin and Hector to abide by the new policy. Cardboard was left in hallways and rooms throughout the hospital. For those that do not know what the cardboard issue really is, well it is about bringing bugs into the hospital, which really is a cleanliness issue.”

NUHW MEMBERS ENDORSE LORETTA SANCHEZ FOR OC BOARD OF SUPERVISORS!

Loretta is a long time friend and ally of NUHW members — always standing with us on the picket line or at the bargaining table. A community activist with more than 20 years of experience in Congress, Loretta will make sure we have a champion in county government.

Loretta fought for us tirelessly in D.C., and we know she will do it again on the OC Board of Supervisors! Vote Loretta Sanchez!



NUHW members meet with Loretta Sanchez: Olivia Lopez, Kindred; Lilia Manzo, Sodexo Fountain Valley; Edith Gutierrez, Sodexo Los Alamitos; Justin Evans, and Shop Steward, Fountain Valley.

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