



MARCH 2019

# NUHW PULSE

## WEST ANAHEIM MEDICAL CENTER

### HAVING ISSUES USING YOUR WAMC-PROVIDED MEDICAL INSURANCE? ITS TIME TO SPEAK UP!

The Steward Council is working in conjunction with Human Resources to schedule a corporate representative to come answer questions you may have about your health insurance coverage provided by WAMC.

Members are invited to share the obstacles they have encountered when using their health insurance.

Talk to your steward, or email NUHW organizer Isacc Ramirez Perez at [iramirezperez@nuhw.org](mailto:iramirezperez@nuhw.org). You can also send Isacc a fax to (714) 333-4112.

### DO YOU CONTINUE TO ACCRUE VACATION TIME WHILE BEING FLEXED? YES!

We recently learned that some union members may not be aware that they can still accrue vacation time while being flexed. This is a long-standing practice and is stated in the employer's policy:

*"When business needs dictate, non-exempt employees may be asked to 'flex' — to take time off based on business needs. Non-exempt employees may elect to take flex time as paid vacation time or unpaid time. If an employee is flexed, he/she will continue to accrue vacation for the hours flexed."*



To continue accruing vacation time while you are being flexed, complete the Managers Edit Form as follows:

1. For the question **Flexed Voluntary** check "N."
2. Write a brief description under **Explanation** — for example, "Accrue vacation time for hours flexed."
3. Make a copy for your records and submit original to your supervisor.
4. On all other questions, just follow the directions.

Please contact a human resources representative or any shop steward with any questions.

## NUHW STEWARD COUNCIL, WEST ANAHEIM MEDICAL CENTER



Tim S. Gibbs, Ultrasound Tech; Jeanne Waite, LVN; Nicholas Fanello, Respiratory Therapist; Amal Essayli, CT Tech; Anthony Napoli, Respiratory Therapist; James Black, OR Tech; Bernadette La Roya, LVN; Ordinario Generoso, LVN; Michelle Davis, Respiratory Therapist. Not pictured: Mechail Alexander, LVN.

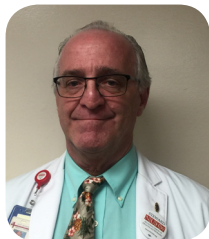
NUHW

NATIONAL UNION OF  
HEALTHCARE WORKERS

For more information, please contact NUHW Organizer Isacc Ramirez Perez at (626) 391-8224 or [iramirezperez@nuhw.org](mailto:iramirezperez@nuhw.org).

## WELCOME, NEW MEMBERS!

Hello, NUHW brothers and sisters. My name is Tim S. Gibbs. I am a member of the shop steward council at WAMC, and the person to welcome new employees during orientation. Thanks to our new union contract, I have 30 minutes of paid time to inform new members about our union, benefits, and more. My goal is to keep our new union members informed of our struggles of forming our Union and inspire them to become active members.



## RADIOLOGY SAYS: LET'S WORK TOGETHER TO IMPLEMENT OUR CONTRACT CORRECTLY

Last week, WAMC shop steward Tim S. Gibbs and NUHW member Sam Santos, along with their union representatives, met with the Human Resources department and Radiology Department supervisor to clarify the holiday sign up procedure. The parties agreed to implement a new holiday sign up process that complies with the union contract. "It is our job as members and stewards to make sure our contract is implemented correctly," said Gibbs.

As a result of this meeting, representatives from HR will be attending our future steward council meetings to clarify any issues related to the proper implementation of our union contract.



## NUHW WINS FOUR ORGANIZING ELECTIONS

In four separate elections, more than 120 healthcare workers voted to join NUHW.

The elections expand our growing presence at Keck Medicine of the University of Southern California and Marin General Hospital, where our members have already won strong contracts for our members.



At USC, our newest members include technicians at a sleep disorder center, licensed vocational nurses, medical assistants and clerical workers at an internal medicine clinic and call center workers.

At Marin General, 28 pharmacy and medical technicians voted to form a union with us. They voted to join NUHW, at the same our members at the hospital were putting the final touches on a new contract that will boost average wages by more than 30 percent over the next five years.

## LET'S MAKE POSITIVE CHANGES! JOIN NUHW PCC AT WAMC TO MAKE OUR VOICES HEARD!

We are recruiting two more NUHW members to be part of our Patient Care Committee. The committee is made up of four employees and four managers, who will meet two hours per month on paid time to work on solutions to improve patient care, employee safety and retention. These are very common issues, part of our everyday conversations. Through the Patient Care Committee, you will have a voice and help find solutions.

Sign up now if you want to make positive changes in your workplace. Contact NUHW organizer Isacc Ramirez Perez (626) 391-8224, or any shop steward for more information.



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# NUHW

For more information, please contact NUHW Organizer  
Isacc Ramirez Perez at (626) 391-8224 or  
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