



NUHW NEWS AND VIEWS

Novato Healthcare Center

APRIL 2019

WHAT TO DO IF MANAGEMENT DEDUCTS TOO MUCH FOR UNION DUES

Dues are 1.5 percent of your base pay, with a minimum of \$12.50 per paycheck. Dues are paid on holiday and vacation hours, but not on overtime hours.

Dues are deducted by the employer using payroll deduction. Management does not inform our union representatives or stewards how much is deducted from each person's check.

In January, February and March, some CNAs noticed that the payroll company was deducting much more than 1.5 percent for union dues, so a group of us talked to the administrator and emailed payroll. The problem was addressed, and workers' April 10th check included management's reimbursement for over-paid dues.

If you see an error in your dues deduction:

1. Talk to the Payroll Coordinator and to the Administrator.
2. Call or text your union representative, Alex Early, and send her a photo of your paycheck so she can contact management to have them fix the problem.

WE WON! MANAGEMENT MUST PAY 5 WORKERS WHO WERE FIRED ILLEGALLY

In March, a Washington, D.C. Circuit Court saw the case of the five Novato workers who were fired four and a half years ago for their efforts to unionize Novato Healthcare Center. We won this case twice before, but management took a lesson out of the Donald Trump playbook, refusing to admit any wrongdoing and repeatedly appealing the case to a higher court.

But this time we won the case and management had to admit defeat!



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WAGE INCREASE COMING MAY 1

Our bargaining team had to fight long and hard for the improvements in wages and benefits in our contract, especially because management's attitude was that they didn't owe workers any guaranteed raises.

Our second raise of this contract is coming up May 1, 2019 and should be processed in the second paycheck in May.

According to the contract, all bargaining unit employees with at least 120 days (three months) of service shall receive an increase of 2.25 percent.



Workers from Novato and San Rafael Healthcare Centers making a surprise visit to company headquarters to demand a fair contract in summer 2017.

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 time 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.

“These organizing victories demonstrate that workers in our facilities recognize that we can empower them to have a voice in their workplaces and win good contracts that improve their lives and safeguard patient care,” NUHW President Sal Rosselli said.

HIGHLIGHT FROM OUR CONTRACT: TRAINING PAY

One thing we won in our contract is training pay: “Employees shall be paid a differential of \$0.50 per hour when conducting new employee training, including, but not limited to, having a new employee “shadow” an existing employee. In order to qualify for this differential, Employees must receive prior approval from a supervisor or manager.”

On March 29, a group of us reminded the administrator about this, and he assured us that workers would be paid for any training they have done on the floors. If you have been training/shadowing a new hire or a nursing assistant during his or her on-the-floor training, you should be paid \$.50 for each hour. Make sure you document time you spend training/shadowing, and talk to your organizer, Alex Early, if you are not being properly paid for it.

MANAGEMENT MUST PAY 5 WORKERS

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The judge ruled — again — that management had broken the law by unfairly firing Rolando Bernales, Arlene Brown, Narvius Mattelus, Angel Sabelino, and Gonzala Rodriguez. Now management has had to:

- Offer all five workers their jobs back
- Provide back pay for loss of wages and benefits, including interest
- Compensate them for the costs of looking for other work
- Post a notice inside the facility that management must stop interfering in any way with workers participating in our union and standing up for their rights on the job.

Management broke the law and tried to intimidate us back then, but they failed. We fought hard for our union and our contract. So let’s keep working to defend the rights we won in our contract and make sure management knows that we must be treated with respect.



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