



NUHW NEWS AND VIEWS

UCSF Benioff Children's Hospital Oakland

MAY 2019

MEET YOUR STEWARDS

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Why did you get involved with NUHW? Why did you become a steward?

I got involved because management was not treating us with respect, and there was a lot of favoritism and preferential treatment going on. I became a steward because I wanted to help my coworkers feel empowered to stand up for themselves, and hold management accountable.

What is your past experience with making change?

A big way I've made a change is by speaking up for myself. Sometimes, in the past, I didn't speak up for myself when I knew I should, and I would regret it afterward. I've worked on speaking up when things aren't right, and that has empowered me to stand up for other people as well.

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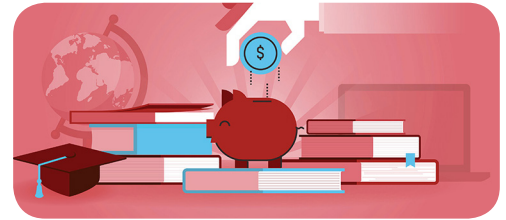
TUITION GRIEVANCE WIN IMPROVES THE PACE OF REIMBURSEMENTS

When BCHO workers won contract language around tuition reimbursement for courses taken to improve their expertise in the field, we expected to actually get that reimbursement. Our contract stipulates that tuition reimbursements are to be paid out within six weeks of submission,

but workers across all three bargaining units were finding that tuition reimbursement were finding that tuition reimbursement was not consistently being paid out after 6 weeks of submission, as the contract stipulates it should.

BCHO apparently did not consider it a priority to abide by the contract language. When workers inquired about the status of the reimbursements, they were brushed off or treated with disdain for attempting to reap the benefits of something that was fought for and won.

Workers filed a class action grievance on behalf of all the bargaining units and won! Reimbursement rates have since improved dramatically.



LAB WORKERS SCORE WIN OVER LONG-TERM TEMP WORKERS

Our contract language states that no temporary position shall last longer than six months, but there was a temporary employee working in a clinical lab III position for more than a year. We filed a grievance and took it to the adjustment board—and we won! Management agreed to fill that position with a benefited FTE.



We won't let the hospital use temps to avoid hiring benefited workers. "The hospital can't keep re-assigning people to six-month temporary positions," said lab tech and chief steward Ruth Kees. "Any assignment longer than six months tells us that we need a position filled."

KAISER MENTAL HEALTH WORKERS SET JUNE 12 STRIKE DATE



Four thousand Kaiser Permanente mental health clinicians and health care professionals represented by NUHW are set to begin an open-ended strike on Tuesday, June 11, all across California.

For the past decade, Kaiser psychologists, therapists, social workers and psychiatric nurses have been pushing management to fix its badly broken mental health system, which forces patients to wait weeks and even months for care.

Clinicians held a five-day strike in December 2018, but Kaiser still refused to address the problem. Now appointment wait times are longer than ever.

While there has been some movement from Kaiser during recent negotiations, its most recent proposals won't stem the crisis.

Clinicians have proposed real solutions that are focused on improving access to care, including hiring new clinicians, establishing crisis teams at all locations, and allowing clinicians to convert appointment slots that have been set aside for new patients to serve returning patients who need immediate care.

Kaiser's proposed "solutions," on the other hand, never get to the root of the problem, and often serve to obscure it. "We're ready to work with Kaiser executives to improve mental health care," said NUHW president Sal Rosselli. "But if they continue to treat mental health patients and clinicians as second-class citizens, they will be facing a massive strike at every clinic in California."

NO MORE SUBCONTACTING IN EVS!

Since the EVS re-bid, not only are there fewer workers, but the areas workers are expected to clean have gotten significantly larger.

Staff told management they couldn't keep up with the work, but their complaints fell on deaf ears.

Understandable, the hospital got dirty. Then CHO management said they need to do emergency subcontracting to get it clean.

This is not an emergency—management has known about this issue all along. Workers stood firm and management backed off. The hospital has hired five additional FTE workers in EVS, which is a good start, and there will be follow-up meetings in June to push for more hires.



MEET YOUR STEWARDS: JELYN EVANGELISTA

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What is your hope for other workers at CHO?

That they fight for fairness, equity, and don't let management walk over them. I hope that they know their worth and know they have a voice in their role at BCHO.

What has been your favorite part of being steward?

Having a means to fight. Management would not listen to us before. Our suggestions and issues would fall on deaf ears. Hearing our input in our roles here was not part of their agenda. Now I get to be part of making a change, encouraging others to make changes, and I get to see actual results!

What do you do for fun?

Crafts. I'm a multicrafter. I do scrapbooks, stickers, painting, needlework, drawing, origami. All of it.



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