



JUNE 2019

NUHW PULSE

KECK MEDICAL CENTER OF USC • NORRIS CANCER CENTER OF USC • AMBULATORY CLINICS

NUHW BASIC STEWARD TRAINING

JUNE 22 IN GLENDALE

NUHW provides education and mentorship to stewards throughout the state.

This month's training will focus on the role of the shop steward in the hospital environment.

Much of the training will be based on steward-to-steward interaction and role playing. Key elements to be covered include:

- The role of the shop steward in the department, hospital, and our union.
- Solving workplace problems via de-escalation, and addressing conflicts between management and workers
- Legal rights and responsibilities of stewards
- Grievance handling: Time limits and the duty of fair representation

Saturday, June 22
9:00 A.M. to 3:00 P.M.

NUHW Glendale Office
225 W. Broadway, #400

Please RSVP to
NUHW organizers
Ian Woolverton or
Michael Torres.

NORRIS, KECK, AND CLINIC MEMBERS PICKET AGAINST HOLIDAY PAY TAKEAWAY

"We could not take it anymore. We had to show the hospital and the community that what they had done was wrong," said shop steward Frank Arellano on the decision to stage an informational picket to protest the theft of their paid holidays.

In November, when the joint contract was ratified overwhelmingly by the members of NUHW at Keck and Norris, new economic gains had been made and important benefits were protected.

However, four months later, with no warning, hospital management unilaterally stopped paying Norris employees' holidays. This was a direct violation of the contract and the practice that has in the facility existed for years, whereby all Norris employees receive 9 paid holidays regardless of whether they work that day.



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KECK AND NORRIS DISCHARGE PLANNERS JOIN THE UNION!

After several months of negotiations, eight Discharge Planners from the Social Services department voted unanimously to join the 850+ NUHW members at Keck Medical Center.

These workers had been dissatisfied about low pay and lack of a voice in their department for years.

The situation came to a head when management hired a consultant who recommended they combine their department with the social workers. The uncertainty and lack of input pushed Social Services employees to organize to join our union. "When management decided to restructure our department, increase our work load significantly, and our boss told us we wouldn't be getting a raise or extra help, our decision was cemented," said Doug Kauffman.

CEO Rod Hanners attempted to dissuade the Discharge Planners from joining our union by holding a lunch and promising to make changes. But employees saw through this and knew that only with the protection of a union contract and the strength of Keck employees behind them would they be able to take control over their work lives.



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MEMBERS PICKET AGAINST HOLIDAY PAY TAKEAWAY

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During negotiations, the hospital and union bargaining teams agreed to keep both Norris employees and Keck employees' respective time-off systems status quo. That agreement was put in writing in the contract, and the hospital honored it for the first five holidays after the settlement of the contract. Then, on Presidents Day, no one at Norris received holiday pay.

The members of Norris have circulated petitions, confronted the CEO and, on May 15, staged a successful informational picket to raise awareness of this issue with the media and the community. Many union members from the ambulatory clinics and Keck Hospital joined the picket line. Outpatient Radiology Shop Steward Yolanda Soto remarked, "We have to back each other up. That's what the union is. I think we sent the community and the hospital a strong message that we stand together and united."

This will matter will be decided at an arbitration hearing in October. An arbitrator is a neutral third party who will be charged with hearing both sides, and ruling on the merits of the case. Our case is strong, and as demonstrated by the pickets, so is our resolve.

DISCHARGE PLANNERS JOIN THE UNION

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Doug Kauffman reflected on their decision to unionize: "After we won our election we were told that we would have no say about job descriptions. Instead we put the brakes on the new model and brought them to the table, and won big raises, employer-paid family healthcare, and added resources to cover the changes taking place."

Congrats to our newest members!

STEWARDS LIST

A steward is a coworker elected to represent our union. They resolve conflicts in the workplace, enforce the union contract, and provide representation to other union members during meetings with management. They are the backbone of our union and the first line of defense in the workplace.

KECK MEDICAL CENTER

BioMed

Frederica Contreras

Cafeteria

Elvis Careaga
Crystal Castillo
Veronica Hubbard
Judy Oliva
Diluvina Ramirez

CSPD

Sossie Elmajian
Annai Rocha
Nelson Roman

EVS

Manny Gonzalez
Oscar Mata
Roy Yanez

GI/Endoscopy

Claudia Hidalgo

Laboratory

Traci Mills
Akena Scotland

Materials Management

Gerry Valadez

Pharmacy

Tommy Kwan

Plant Engineering

Otis Leonard
Manuel Ramirez

Pulmonary Lab

Basil Nasir

Radiology

Matias Cajina
Creight Fontenelle
Steven Rivas
Bernie Zellerke

Respiratory

Noemi Aguirre
Alex Corea
Adela Rea

Surgery

Nicole Ambris
Mark Delgado
Daniel Olivares
Deborá Springer

NORRIS CANCER CENTER

Frank Arellano, CSPD
Rebecca Cavallo, Surgery
Mekicia Gillett,
Clinical Laboratory
Hector Herrera,
Radiology Diagnostic
Maria Hyde,
Hem/Onc/BMT
Angelita Ramirez,
Oncology Services
Oscar Vargas,
Therapeutic Radiology

BEVERLY HILLS CLINIC

Krystal Benson

HC1

Rosa Sanchez, Transplant

HC2

START Clinic

Daisy Cervantes
Ruth Gonzales
Corina Perez

Orthopaedic Clinic

Elina Borroel
Lucy Lamont
Sherry Quinteros

Outpatient Radiology

Regina Bartsch
Anna Benhaim
Linda Gonzales
Ludving Mazariegos
Kris O'Leary
Yolanda Soto

HC3

Elvira Campos, EVS

HC4

Shirley Calderon
Outpatient Surgery
Veronica Rocha
Outpatient Surgery



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For more info, contact NUHW Organizer Michael Torres at (213) 254-8701 or mtorres@nuhw.org or Ian Woolverton at (508) 667-7056 or iwoolverton@nuhw.org.

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