



MAY-JUNE 2019

# NUHW PULSE

## WEST ANAHEIM MEDICAL CENTER

### NUHW MEMBERS ARE UNDER ATTACK!

#### LVN CANCELLATION ISSUES

Management has been cancelling LVNs in the Behavioral Health Unit without good reason.

We brought this issue to HR and the Chief Nursing Officer. They said that cancellations were due to low census and high acuity levels, but we didn't completely agree with this explanation.

During our second meeting, they said the hospital had been cited in 2017 for being out of compliance when an RN failed to demonstrate direct supervision was provided when the LVN was conducting assessments. Now the hospital is rethinking their care approach to avoid future citations.

We are currently evaluating the situation and revising all the information provided by management to create an action plan in support of our NUHW members in the BHU. Stay tuned for news of our future collective actions.

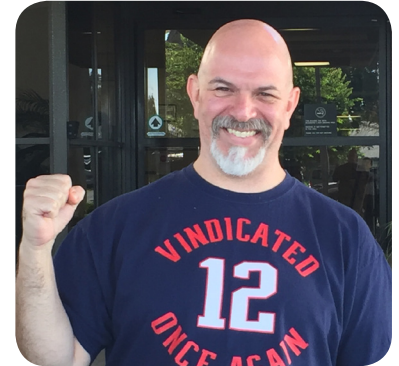
### THE POWER OF HAVING A UNION CONTRACT

#### ANTHONY NAPOLI, STEWARD/E-BOARD MEMBER, IS BACK!

BY ANTHONY NAPOLI

I was terminated in May 2019. I immediately requested the union file a grievance because I felt the hospital had issued the discharge discipline before they had all the facts.

We requested information and had meetings with HR where we had the opportunity to present our full story. Our work paid off — we reached an agreement with management and I was reinstated to my original position with the same pay. Joining the union was the best decision we have ever made!



### ESTABLISHING OUR HOLIDAY SIGN-UP PROCESS

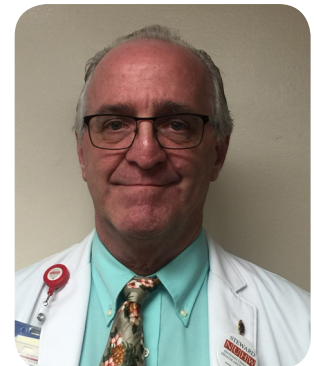
BY TIM GIBBS, ULTRASOUND TECH

The holiday sign-up process is finalized at last. After several conversations between HR and my supervisor, we can finally say that we have a fair process that follows the language in our contract:

1. The employee will complete a form to indicate their preferred major and minor holiday
2. Holiday shifts will be assigned based on seniority

You might not have noticed any difference in your department, which means your department was probably following a fair process. In the Radiology department, we have observed a big improvement.

A big thanks to all who participated in this effort. Come see me if you want to know more about the new Holiday sign up process.



### EMPLOYEE BENEFIT PRESENTATION

Management recently notified us of a change to the healthcare provider network. The new provider will be Blue Shield starting September 1. We will request a presentation from the employee benefit expert to answer questions. Stay tuned for more details.

### PATIENT CARE COMMITTEE MEETING

We are getting ready to launch the Patient Care Committees at WAMC, another important step toward making our voices heard and improving patient care and working conditions. Stay tuned!

### CONTRACT DISTRIBUTION DAY AT WAMC

Copies of our contract were recently distributed. Many members have picked up a copy and are learning about their rights, benefits, and protections. If you have not received yours, contact one of your stewards as soon as possible. **Knowledge is power! Read your contract!**

## MEET YOUR NEW SHOP STEWARD, JEANNE WAITE

BY JEANNE WAITE, LVN

Hello, my name is Jeanne. I am an LVN in the gerosphy unit and have more than 10 years of service at WAMC. I became a shop steward because there was a need for representation. My coworkers on my floor are like family, and I protect my family. I am learning about our rights and how I can help protect them. I am also the recording secretary during Stewards Council Meetings. I encourage my fellow union members to get involved and participate during our upcoming Patient Care Committee meetings.



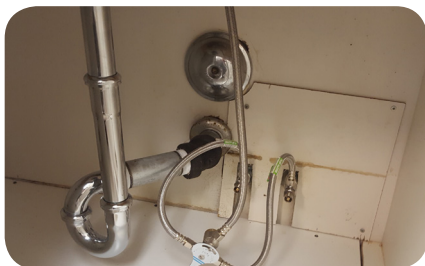
## LEAKY SINK FIXED

A few months ago, we assisted management in identifying a leak in one of the exam rooms. We made a written report to HR and they immediately took steps to solve the problem. We are on the right path to making WAMC a safer place for everyone.

### BEFORE REPAIR



### AFTER REPAIR



## PROVIDENCE TARZANA EVS WORKERS JOIN NUHW

EVS workers at Providence Tarzana Medical Center voted on June 27 to join NUHW. PTMC is owned by Providence Health and Services is an acute care hospital providing care to the medically underserved California's San Fernando Valley.

These 55 workers voted 2 to 1 in favor of joining more than 500 NUHW-represented workers at PTMC who already enjoy the benefits and protections of a union contract, including guaranteed annual wage increases, limits on flexing and subcontracting, and health benefits with protections against cost increases to workers.

"I decided to join my co-workers at PTMC in Our Union because we deserve job security, safe staffing and respect," said worker Diana Cenicerros. "We would get threatened by management for calling in sick and they even cashed out some of my co-workers paid time off and told them they could not take time off. This will all change now that we are in a union."



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### NUHW PULSE

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

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