



AUGUST 2019

NUHW PULSE

PROVIDENCE TARZANA MEDICAL CENTER

SENIORITY MUST BE RECOGNIZED!

After striking last August 2018, NUHW members at PTMC secured the right to wage scales and pay based on years of service at the hospital. Shortly after the strike, NUHW Stewards and Organizer Carolyn Gomez conducted rolling meetings in the cafeteria to let members know about the new wages.



NUHW member Guadalupe Castillo stopped by during one of these meetings. She had recently been awarded a new position of Diet Technician after working for eight years at PTMC in various other jobs, but HR had mistakenly placed Guadalupe below the starting wage for a Diet Technician. After she spoke up, HR honored her rate and placed her at her seniority rate, which is about a \$5 difference! Congratulations, Guadalupe!

ARE YOU PER DIEM AND WORKING PART TIME OR FULL TIME HOURS?

Eleven-year per diem ultrasound technician Boris Merziak became full-time recently. How did he do it? Article 4 in the Collective Bargaining Agreement states that NUHW per diem members who work part time or full time hours for more than 90 days can request to be converted to part-time or full-time. Steward Michelle Bitolas and Steward Keith Zolezzi helped guide Boris through the contract language and process. Speak with your steward or NUHW organizer for more information.



EVS DEPARTMENT PREPARES FOR NEGOTIATIONS WITH PTMC

After voting two-to-one to join NUHW, EVS workers at PTMC are in the process of nominating and electing leaders to their Bargaining Committee. Once the committee is democratically elected, bargaining surveys will be distributed to help the committee identify priorities they want to see addressed. An information request has been sent to Human Resources regarding wages, benefits and other data to help create bargaining proposals. Once the information request is returned, the elected committee will review, and bargaining dates will be scheduled.



For more information, please contact NUHW Organizer Carolyn Gómez at (626) 261-3569 or cgomez@nuhw.org.

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UPDATE ON RAFIK MESROPYAN

In June, Human Resources and Radiology Director Michael Puttkamer rejected NUHW's grievance resolution to reinstate Rafik after his unjust termination. As a result the issue is going to arbitration, where an arbitrator will review the facts of Rafik's grievance and make a binding decision on December 18, 2019.

Rafik had zero written warnings on his disciplinary record prior to his termination, yet he was fired after a piece of equipment was lost during the shipping process. NUHW stewards stand with Rafik!



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