



NUHW NEWS AND VIEWS

UCSF Benioff Children's Hospital Oakland

AUGUST 2019

MEET YOUR STEWARDS

Frances Merriweather
Clinical Social Worker
NFU



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

I got involved with NUHW because we sorely needed representation at CHO. Things are changing and our voices need to be heard. I became a steward as a natural outgrowth of attending many bargaining sessions, and I want to be a resource to my colleagues.

What is your past experience with making change?

I have been involved in campaigns to combat hunger, war, and animal cruelty, and so on. I work with organizations that are working to build a world that works for everybody.

What has been your favorite part of being a steward?

My favorite part is getting to know the other stewards.

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LIFE AFTER CROTHALL: LOOKING FORWARD



More than two years ago, the hospital subcontracted the management of Environmental Services to a company called Crothall. Under Crothall's watch, our contract has been disregarded and disrespected. EVS workers had to carry electronic devices and respond to calls during their breaks and lunches, which is a violation of our contract — and the law.

In response, EVS workers filed a grievance together, and, after a year of going back-and-forth with the hospital, finally won. Those workers were finally paid for their missed lunches and breaks.

Since the hospital terminated their contract with Crothall and hired their own managers again, we hope to have a more positive and collaborative working relationship that respects our contract and ensures that each worker is treated with dignity and respect.

Our hospital can't function without these hardworking EVS workers, and we are proud of this big win!

CHO WORKERS TAKE STAND AGAINST TRUMP'S IMMIGRATION POLICIES

In July, representatives from numerous labor unions and community organizations, along with elected officials, held a vigil to take a stand against the brutal attacks on immigrant families and children by the Trump administration.

The vigil was originally to be held outside CHO, hospital, but hospital administration withdrew their support at the last minute, and the vigil was moved to Frank Ogawa Plaza. We were shocked that the hospital would do this, especially since we care for children day in and day out, regardless of their immigration status.

NUHW member Chela Rios-Munoz led the organizing efforts, and more than 40 of her fellow members showed up in support!



KAISER MENTAL HEALTH WORKERS RALLY IN OAKLAND

On September 17, clinicians held a pre-dawn rally outside Kaiser's executive offices and striking workers at Kaiser's Pleasanton clinic walked picket lines and held a mid-day rally in Oakland.

"We're here to give a voice to people who really need care," Kirstin Quinn Siegel, a therapist at Kaiser's Richmond clinic.

After voting overwhelmingly to reject Kaiser's offer in June, clinicians offered a counterproposal that would have ensured the hiring of additional full-time clinicians to significantly reduce appointment wait times, established crisis services at every

clinic, and provided clinicians sufficient time to conduct critical patient care work including following up on referrals, responding to patient calls and emails, and communicating with social service agencies.

However, Kaiser, which has \$46 billion in cash and investments, refused to compromise with clinicians seeking to improve access to care and threatened to eliminate a 3 percent raise retroactive to last October if clinicians didn't approve its previous offer by the September 17 deadline.

"We're not going to let Kaiser bully us or our patients," said Mickey Fitzpatrick, a psychologist at Kaiser's Pleasanton Clinic.



KNOW YOUR STEWARDS: FRANCES MERRIWEATHER

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What is your hope for other workers at CHO?

My hope for other workers at CHO is that we can remain united in the face of many changes, and work together on behalf of so many people who are under assault by this current administration.

What do you do for fun?

For fun, I love traveling, reading and talking long walks.



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Weingarten rights are your right to union representation in any situation involving potential disciplinary action; however, it is YOUR responsibility to request representation.

