FOOD AND NUTRITION
EMPLOYEES TO RECEIVE NEW WEEKEND AND SHIFT DIFFERENTIALS

NUHW stewards and organizers met with USC cafeteria management throughout June and July 2019 to finalize wage rates for remaining job classifications and to negotiate pay differentials for the 85+ cafeteria workers who became Keck USC employees on March 31, 2019.

As of September 1, 2019, all employees scheduled to work on a weekend (Saturday or Sunday) will receive an additional $1.50 per hour added to their base rate of pay. In addition, those employees who work P.M. shift, defined as 3 P.M. to midnight (any day of the week) will receive a differential of $.75 to their base rate of pay.

This increase is effective back to July 21, 2019. The hospital is calculating back pay from July 21, 2019 to August 31, 2019. Food and Nutrition Stewards Judy Oliva and Crystal Castillo represented their coworkers during these negotiation sessions.

WELCOME, NEW STEWARDS!

The USC Keck-Norris Steward Council is pleased to welcome Doug Kaufmann from Social Services, Lulu Alvarez from 6E, and Miguel Gonzalez from EVS as our newest stewards!

KINCARE LAW AND THE USE OF SICK TIME AND PTO TO COVER ILLNESS

NUHW stewards and representatives met with management in September about USC’s inconsistent stance towards the use of Kincare time off. Hospital Steward and EVS employee Roy Yanez was present during a grievance meeting where an EVS worker was erroneously disciplined for calling in Kincare, despite having enough PTO hours to cover the days off.

The rule of thumb for Keck Hospital employees is:

- Kincare use is limited to a child, parent, spouse, or domestic partner.
- Kincare illness cannot count toward an employee’s absences from work unless an employee calls in Kincare and has insufficient PTO or sick hours available.
- Keck employees must have twice as much PTO available as the Kincare time they are requesting off. For example, if you want to take 8 hours off using Kincare, you must have 16 hours of PTO available.
- Norris and clinic employees must have twice as much sick time in their sick bank as the time they are requesting off for Kincare. Vacation time may not be counted. They may use 50% of their sick time banks toward the use of Kincare.
- Per diem employees at Keck and Norris Hospital may use half of their allotted annual 72 hours of front-loaded sick time toward Kincare purposes.
- For all employees, Kincare may be used in increments as small as 2 hours. You do not have to request an entire shift off for Kincare.

Please contact your department stewards with any additional questions you may have.
INTERNAL MEDICINE & DERMATOLOGY BARGAINING UPDATE

Our elected NUHW Internal Medicine & Dermatology Bargaining Committee met with management on October 3. USC made substantial movement in a few key areas. Management has agreed to:

- Honor scale and include 3 percent wage increases for 2020
- Include people in the union who are working in the clinic but who were not officially internal medicine employees
- Re-classify a number of employees whose job titles do not reflect their duties, which will lead to further wage improvements

We made a comprehensive counterproposal that:

- Maintains our proposal for guaranteed wage increases in 2019
- Includes the same bonus that other ambulatory workers received
- Proposes additional compensation for performing work duties out of our job classifications

Bargaining will resume on October 21.

STEWARDS LIST

If you have any questions about your rights at work or your union contract, please reach out to your union stewards.

**BIOMED**
Federicka Contreras

**CAFETERIA**
Elvis Careaga, Crystal Castillo, Veronica Hubbar, Judy Oliva, Diluvina Ramirez

**CENTRAL STERILE**
Sossie Elmajian, Nelson Roman, Annal Rocha

**EVS**
Manny Gonzalez, Oscar Matas, Roy Yanez

**GI/ENDOSCOPY**
Claudia Hidalgo

**IMAGING/RADIOLOGY**
Matias Cajina, Creight Fontenelle, Steven Rivas, Bernie Zelleke

**LABORATORY**
Diego Cordero, Traci Mills, Akena Scotland

**MATERIALS MANAGEMENT**
Gerry Valadez

**PHARMACY**
Tommy Kwan

**PLANT ENGINEERING**
Otis Leonard, Manuel Ramirez

**PULMONARY**
Basil Nasir

**RESPIRATORY**
Noemi Aguirre, Alex Corea, Adela Rea

**SURGERY**
Nichole Ambriz, Laneta Brown, Mark Delgado, Doug Kauffman, Daniel Olivares

**NORRIS CANCER CENTER**
Maria Hyde, Oscar Vargas, Hector Herrera, Rebecca Cavallo, Mekicia Gillett, Frank Arellano, Angelita Ramirez

**HC1**
Transplant Department
Rosa Sanchez

**Beverly Hills Clinic**
Krystal Scott

**HC2**
EVS

**START Clinic**
Daisy Cervantes, Ruth Gonzales, Corina Perez

**HC3**
EVS

**HC4**
Outpatient Surgery
Shirley Calderon, Veronica Rocha

**Transplant Department**
Rosa Sanchez, Desaray Veloz

**Orthopaedic Clinic**
Elina Borroel, Lucy Lamont, Sherry Quinteros

**Outpatient Radiology**
Regina Bartsch, Anna Benheim, Linda Gonzales, Ludving Mazariego, Kristin O’Leary, Yolanda Soto

**STEWARD COUNCIL MEETINGS**

All meetings take place in the Cardinal Room (KH 1st Floor).

- Wednesday, November 13 • 1-3 P.M.
- Wednesday, December 18 • 1-3 P.M.