



OCTOBER 2019

NUHW PULSE

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

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.

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.

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!



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

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 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.

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 Conrteras

CAFETERIA

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

CENTRAL STERILE

Sossie Elmajian, Nelson Roman, Annai 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

Miguel Gonzalez, Michelle Terriquez

START Clinic

Daisy Cervantes, Ruth Gonzales, Corina Perez

Transplant Department

Rosa Sanchez, Desaray Veloz

Orthopaedic Clinic

Elina Borroel, Lucy Lamont, Sherry Quinteros

Outpatient Radiology

Regina Bartsch, Anna Benheim, Linda Gonzales, Ludvig Mazariego, Kristin O'Leary, Yolanda Soto

HC3

EVS

Elvira Campos

HC4

Outpatient Surgery

Shirley Calderon, Veronica Rocha



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