



NOVEMBER 2019

# NUHW PULSE

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

## PER DIEM EMPLOYEES:

### *Understanding your rights under the California Family Rights Act and the city's paid sick time ordinance*

Our last newsletter reported on newly implemented changes to sick time accrual for per diem employees at Keck hospital, Norris hospital, and the ambulatory clinics. Previously, per diem employees were given one hour of sick time for each hour worked. (Part-time and full-time employees are not affected because their accrual rates are determined by the negotiated language in the CBA.)

NUHW representatives and stewards recently learned that the accrual method used by Keck and Norris does not comply with city ordinance and state law. Everyone should be on the same credit system, and all employees should be clear on how USC has changed the sick time accrual system to make it easier to understand.

Allotment of sick time for all non-benefited per diem employees is now front-loaded annually with 72 hours: 48 hours from the City of Los Angeles sick time ordinance and 24 hours from the state law on paid sick leave.

New hires and newly onboarded employees should receive a credit of 72 hours once their probationary period of 90 days is completed. Employees who began working at the hospital before 2019 should review their paystubs and workday accounts to see whether they are receiving 72 hours frontloaded, or remain on the previous accrual method.

Please contact your steward or NUHW Representative Michael Torres with any questions.

## CONTRACT IS RATIFIED!

### Internal Medicine and Dermatology vote to join Ambulatory union contract



We have voted overwhelmingly to join our brothers and sisters in the Ambulatory Union Contract!! 97% approved the terms of our agreement. The contract is now in effect!

Our new wage rates (up to 9% increase, minimum 3%) will go into effect by the end of the third pay period after 10/24/19. The average increase will be 4.5%

We'll receive ratification bonuses of \$606 by the end of the third pay period following our ratification of the agreement.

In May of 2020, everyone will move up to their correct wage scale step based on years of service or a minimum of 3%, whichever is greater. Average increases will be over 5%.

In addition to our economic gains, we also have won many more rights and protections by joining the ambulatory contract:

- Seniority based on years of continuous service
- Grievance procedure based on "JUST CAUSE"
- Progressive discipline
- Preference for internal candidates for job openings based on seniority
- Rules around flexing and floating
- Management has to make every effort to avoid mandatory overtime, if not they have to follow an established guideline
- Reclassification language for per diems and part timers working regular hours
- Improved tuition for FT \$3,500 prorated for PT, education benefits

Our contract expires on April 30, 2021 – the same time as our co-workers in the clinics and Keck and Norris Hospitals, which makes our presence that much stronger. This victory was achieved through many months of unity and hard work.

Our next step is to elect our co-workers to serve as stewards so that we can enforce our contract and ensure that our voice is heard by management.

**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.**

# UPDATE ON NORRIS HOLIDAY PAY ARBITRATION

We held our first day of arbitration over our paid holidays at Norris Hospital on October 25. Arbitration is the final step in our grievance procedure and will result in a binding decision over restoring our paid holidays.

The day consisted of giving the arbitrator (a neutral third party) a good deal of background information regarding the issue.

We were not able to get through all of our testimony and exhibit our evidence, in part due to USC

dragging testimony out during a meandering cross-examination.

We believe our case is much stronger than theirs, but we must have another day of hearings on December 17. There is still quite a bit of information and testimony from NUHW member witnesses that the arbitrator needs in order to make a decision.

Please contact NUHW organizer Ian Woolverton with any questions.



## STEWARDS LIST

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

### BIOMED

Ericka Contreras

### CAFETERIA

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

### CENTRAL STERILE

Sossie Elmajian, Janet Hurtado, Nelson Roman, Annai Rocha

### EVS

Manny Gonzalez, Oscar Mata, Roy Yanez

### FIFTH FLOOR

Patricia Barahona

### FLOAT POOL

Lulu Alvarez

### 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

### SOCIAL SERVICES

Doug Kauffman

### SURGERY

Nichole Ambriz, Laneta Brown, Mark Delgado, Daniel Olivares

### NORRIS CANCER CENTER

Maria Hyde, Oscar Vargas, Hector Herrera, Rebecca Cavallo, Mekicia Gillett, Frank Arellano, Angelita Ramirez

### HC1

**Transplant Department**  
Rosa Sanchez, Desaray Veloz

### Beverly Hills Clinic

Krystal Scott

### HC2

**EVS**  
Miguel Gonzalez, Michelle Terriquez

### START Clinic

Daisy Cervantes, Ruth Gonzales, Corina Perez

### Orthopaedic Clinic

Elina Borroel, Lucy Lamont, Sherry Quinteros

### Outpatient Radiology

Regina Bartsch, Anna Ben Heim, Linda Gonzales, Ludvig Mazariegos, Kristin O'Leary, Yolanda Soto

### HC3

### EVS

Elvira Campos

## Next Steward Council Meeting

December 18, 2019

1-3 P.M.

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



### NUHW STORE

Get your NUHW gear at  
[NUHW.org/store](http://NUHW.org/store)



### ONLINE CE COURSES

Free CE courses at  
[NUHW.org/CE](http://NUHW.org/CE)



### NUHW PULSE

Subscribe to our e-newsletter at  
[NUHW.org/pulse](http://NUHW.org/pulse)

**NUHW**

[NUHW.org](http://NUHW.org)

[healthcareworkers](https://www.facebook.com/healthcareworkers)

[NUHW](https://twitter.com/NUHW)

[nuhw\\_healthcare\\_workers](https://www.instagram.com/nuhw_healthcare_workers)

[healthcareworkers](https://www.youtube.com/healthcareworkers)