



NOVEMBER 2019

NUHW PULSE

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

NORRIS HOLIDAY PAY ARBITRATION UPDATE

On October 25 we had the first day of arbitration over USC stealing Norris members' holiday pay. The second day was scheduled for December 17, but was postponed because USC's attorney handling the case left the company. USC's new attorney requested and received a continuance (extension) to review and prepare. The arbitration has been rescheduled for February 12.

USC needs to restore holiday pay for all nine holidays and provide back pay to everyone who lost pay. We are confident that our case is strong. We will keep everyone updated as things progress.

TWO NEW STEWARDS AT USC AMBULATORY CLINICS

Dermatology employees Denise Rodriguez (top) and Elizabeth Zarate have been nominated by their co-workers to become Union Stewards in their department.

Denise Rodriguez reflects, "I have been working at USC for 14 years. In the past two or three years, I have seen positive outcome with NUHW being present. For example, increases in wages and job security. I want to be the voice for my union brothers and sisters."

After ratifying their contract overwhelmingly, the Dermatology Clinic will join the ambulatory contract and have all of the protections and benefits that their clinic colleagues fought for.

Elizabeth said, "I became a steward because I want to help strengthen the concept of WE ARE THE UNION in my department and help build better communication and understanding between management and staff."



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

HC4

Outpatient Surgery

Shirley Calderon, Veronica Rocha

KECK/NORRIS HOLIDAY SCHEDULING 2018/2019/2020/2021

As the New Year approaches its important that NUHW members understand the holiday scheduling provisions of our contract. Members are scheduled to work 3 of the 9 designated holidays, and which holidays those are depends on which “holiday rotation” we’re in: A, B, or C. The holiday rotation blocks are required of all departments who have three (3) or more employees.

	2018	2019	2020	2021
“A” Rotation	New Year’s Day, Presidents’ Day, and Labor Day	Christmas Day, Independence Day, and Martin Luther King Day	Thanksgiving, day after Thanksgiving, and Memorial Day	New Year’s Day, Presidents’ Day, and Labor Day
“B” Rotation	Thanksgiving, day after Thanksgiving, and Memorial Day	New Year’s Day, Presidents’ Day, and Labor Day	Christmas Day, Independence Day, and Martin Luther King Day	Thanksgiving, day after Thanksgiving, and Memorial Day
“C” Rotation	Christmas Day, Independence Day, and Martin Luther King Day	Thanksgiving, day after Thanksgiving, and Memorial Day	New Year’s Day, Presidents’ Day, and Labor Day	Christmas Day, Independence Day, and Martin Luther King Day

From our contract, Article 16: *“Each employee may initially bid for which holiday rotation into which they wish to be placed and such bids will be honored in seniority order. Once an employee has been placed into a holiday rotation, he/she will remain in that rotation unless or until he/she changes position and/or shift. Each of the three (3) rotations will contain a balanced number of employees but should an adjustment to balance be necessary that cannot be resolved through attrition, the parties shall meet to resolve the problem by mutual agreement.”*

For example, once the rotation is chosen and assigned, the employee shall remain on that rotation for the duration of the contract (end of 2021). If you chose “C Rotation” in 2019, you recently worked Thanksgiving and the Day After Thanksgiving. In 2020 you will work New Years Day, Presidents Day, and Labor Day. Members move from left to right in the table above.

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.



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