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.”

STEWARD'S 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

CATERING
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 Gonzalez, 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 it’s 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.

<table>
<thead>
<tr>
<th>Rotation</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
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<tbody>
<tr>
<td><strong>“B” Rotation</strong></td>
<td>Thanksgiving, day after Thanksgiving, and Memorial Day</td>
<td>New Year’s Day, Presidents’ Day, and Labor Day</td>
<td>Christmas Day, Independence Day, and Martin Luther King Day</td>
<td>Thanksgiving, day after Thanksgiving, and Memorial Day</td>
</tr>
<tr>
<td><strong>“C” Rotation</strong></td>
<td>Christmas Day, Independence Day, and Martin Luther King Day</td>
<td>Thanksgiving, day after Thanksgiving, and Memorial Day</td>
<td>New Year’s Day, Presidents’ Day, and Labor Day</td>
<td>Christmas Day, Independence Day, and Martin Luther King Day</td>
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</tbody>
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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 Year’s 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.