



JANUARY 2020

# NUHW PULSE

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

## CARDIOTHORACIC SURGICAL TECHS AGREE ON INCENTIVE PAY

Effective January 19, Keck Hospital Cardiothoracic Surgical Technicians will begin receiving an additional differential to their base rate of pay. The decision to incentivize the work with additional pay resulted from not having enough staff to cover first call and additional hours in the Surgical department. Administration had even cancelled surgical cases due to lack of staff.

During the previous 18 months, perioperative services has had difficulty retaining cardiothoracic surgical technicians, with so much turnover that only three surgical technicians were left, taking excessive call hours. It became so urgent that hospital administration agreed to meet and develop a plan of action.

The incentive pay will be available for technicians demonstrating competency and the ability to take first call in the CT department. Additionally, outside candidates will be eligible for the differential if they meet proficiency requirements in the specialized service.

NUHW Steward Nicole Ambriz led the discussions with the employer. "We are relieved that we will be able to bring back some of the talent we have lost and become a well-staffed department soon," said Nicole.

Please contact a Surgery Department steward or NUHW Organizer Michael Torres with further questions.

## USC ILLEGALLY TRIES TO MAKE CHANGES TO OUR CONTRACT

On January 15, USC announced changes to its **PTO Usage** and **Attendance and Tardiness** policies that would affect thousands of Keck employees including NUHW members and CNA members/RNs. Without any discussion, management plans to:

- Lower the threshold for how many absences and tardies would trigger discipline, from the current policy of eight tardies to four tardies.
- Eliminate a steps in the disciplinary process for unexcused absences and tardiness, allowing termination to occur without opportunity to correct the behavior.
- Allocate 96 hours of PTO to sick/kinicare, a convoluted comingling that is a violation of our contract and California law.

NUHW stewards and representatives, alongside RN union/CNA leaders, met with hospital administration on January 16 to discuss our objections to this change. We asked dozens of questions, but hospital administration refused to answer any of them. They only said that reforming attendance and punctuality issues is "a top organizational priority."

According to HR representative Lisa Joins, hospital administration believes these changes are "not punitive." However, trying to change the contract without negotiating, proposing changes that would make it easier for management to discipline workers, is disrespectful. We know that these changes would have an immediate negative effect on all employees in the Health Science Campus.

A grievance and a cease-and-desist letter will be issued to the company, but we need to stand together, alongside all 2,500-plus affected unionized employees, and fight back. NUHW Steward Councils will be meeting on January 22 to formulate a plan of action.



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# BUILDING UP OUR STEWARD COUNCILS ACROSS THE WHOLE HOSPITAL

In October 2019, the Keck-Norris Steward Council agreed that, although our contract doesn't expire until April 2021, we should begin preparing for contract negotiations as soon as possible. To win the strongest possible contract in 2021, with market-leading wages, improved staffing, and no takeaways, we must make sure that we have union stewards across the entire hospital.

Currently there are areas and shifts of the hospital that don't have union stewards. We have time to fix that by electing and training stewards in areas where we don't currently have them.

In January, NUHW stewards and staff are reaching out to areas and shifts of the hospital without union stewards. In February, NUHW stewards and staff will continue to take nominations for new stewards in areas that need representation. In March, members in those areas will vote to elect stewards in their areas.

It's never too early to prepare for our contract campaign, and never too late to step up and build our union. Contact NUHW Representatives Michael Torres or Ian Woolverton for more information.

## MEET YOUR NEW STEWARD!

### NELLY CISNEROS - EVS

"I chose to become a steward so I can help my fellow coworkers, and also better understand our rights as a union member."



## 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

Nelly Cisneros, 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

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.

