



NUHW NEWS AND VIEWS

UCSF Benioff Children's Hospital Oakland

WINTER 2020



CHORI LAYOFFS ARE A WARNING TO ALL OF US

What's transpiring at Children's Hospital of Oakland Research Institute should be a warning to all of us about UCSF's intentions for our hospital and the services we provide.

The institute, known as CHORI, is renowned for its sickle cell research. However, UCSF is gutting it as part of a takeover. More than half of the institute's researchers and support staff are being laid off. The layoffs include 14 NUHW members whose jobs are being given to direct UCSF employees, who currently work in San Francisco.

We are contesting these layoffs, which are scheduled to go into effect in June, are an illegal attempt at subcontracting in violation of our contract. We are also fighting to improve the severance package that was offered to our members, which included no money toward COBRA health insurance.

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2020 NUHW CONTRACT CAMPAIGNS

There are 1,200 NUHW members at BCHO, in three bargaining units, all of whom have contracts up for re-negotiation this year.

The Service & Tech and Business Office Clerical bargaining units are up first, with their contracts expiring in April, followed by the Professionals, whose contract will expire in October.

We elected a strong and diverse bargaining team of more than 100 people to our bargaining team. We are unified in our passion and drive to win our strongest contract yet.

We are focused on improved wages and benefits, and more job protections regarding any potential UCSF merger.

Now is a great time to get more involved! Do you know the steward or bargaining team representative for your department? Ask them about bargaining updates, contract proposals, and how you can participate in this contract fight.

We have a huge opportunity to not only protect what we have, but to raise the standard of what it means to work with dignity here at Children's Hospital Oakland.



STAFF WORK TOGETHER TO WIN GOOD CONTRACT FOR PEDIATRIC REHAB DOCS

Members across the hospital worked together to help Pediatric Rehab doctors win a strong contract and stay at BCHO.

In October, BCHO Pediatric Rehab doctors received a contract offer from UCSF that would have negatively impacted working conditions and undermined doctors' ability to provide quality care. Thus, they would not sign it.

Staff was nervous the doctors might leave BCHO and started strategizing to prevent that outcome. Staff worked alongside the doctors to clarify our strategy. Several members of staff have been on bargaining teams and offered suggestions and insights.

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KNOW YOUR CONTRACT: PENSION

Section 21.1 Retirement Benefits

- (a) The Plan. The Hospital will continue to provide the benefits of the Retirement Plan for Children's Hospital & Research Center Oakland (the "Plan"). The Plans provides benefits to employees who work continuously for twelve (12) months and meet the "Eligibility Service" and "Vesting Service" requirements.
- (b) Supplemental Benefits for Medicare. The Hospital will make direct payment of eleven dollars (\$11.00) per month for retirees eligible for Medicare in order to allow such retirees to obtain supplemental benefits.
- (c) "Eligibility Service". "Eligibility Service" means a twelve (12) month eligibility period in which an employee is credited with at least one thousand (1,000) hours of Service. The initial eligibility period shall begin on the employee's initial Date of Hire. Subsequent eligibility periods shall change to the first (1st) day of the applicable Plan Year for any eligibility period beginning, during, or after an eligibility period in which an employee is credited with fewer than one thousand (1,000) Hours of Service.
- (d) Accreted Unit. Employees hired prior to January 1, 2012 will continue to participate in the Retirement Plan for Children's Hospital & Research Center Oakland (the "Plan").

CHORI LAYOFFS ARE A WARNING FOR ALL OF US

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The situation at CHORI reflects our broader concerns about UCSF's commitment to keeping services and jobs in the East Bay. UCSF has already moved East Bay workers to its facilities in San Francisco, and we are told that it also plans to consolidate mental health clinics and "restructure" other services.

We've stood united over the past few years to defend against subcontracting in EVS, interpreter services, and other departments. And we will need to stay united to win contracts with additional protections for our jobs and patient care here in the East Bay.

STAFF WORK TOGETHER TO WIN GOOD CONTRACT FOR PEDIATRIC REHAB DOCS

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First, we participated in a sticker-up, with brightly-colored **We Support Our Rehab Doctors** stickers proudly worn by physical therapists, occupational therapists, speech and language pathologists, nurses, and office associates. We met with two of the hospital's negotiators while wearing our stickers.

As we prepared to escalate with a petition, the doctors reported that contract negotiations had improved following our action. The doctors received an acceptable contract offer, ratified on November 6.

We're thrilled to have been able to keep our doctors here through our collective action. It was rewarding to work together, across bargaining units and with workers from other unions at our hospital.



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