



NUHW PULSE

CHILDREN'S HOSPITAL OAKLAND

September 2024



MEMBER SPOTLIGHT

ROSIE BROOKS

Telecommunications Analyst at UCSF Benioff Children's Hospital Oakland

When she's not discovering hiking trails around the Bay Area, Rosie Brooks loves reading, cooking and sharing food with those who match her values and philosophies of gratitude, strength, compassion and fighting for what's right and fair.

This is perhaps the reason why the telecommunications analyst was instantly on board when NUHW first showed up to help workers organize their union at UCSF Benioff Children's Hospital Oakland.

"The reason I got involved with NUHW is because I wanted to be a part of collective change for all UCSF Benioff Children's Hospital employees. I felt, and still feel, my coworkers deserve fair treatment across the board," Brooks said.

She loves being part of NUHW

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HOSPITAL TO PAY FOR PAYROLL ERROR

Vigilance to pay off for 82 workers in food service and nursing

We won several important economic improvements in our newest contracts, but unfortunately Payroll did not seem to get the memo on all of them..

Through vigilance and awareness, some of us noticed that our contract was not being followed in some cases, specifically in regard to the additional wage scale steps in food service and nursing, and the change to language about getting paid double time on the seventh day (which changed from the seventh day of the workweek, to the seventh consecutive day, regardless of the work week).

Those workers spoke up about the contract not being followed, and now the hospital must pay people correctly, both retroactively and moving forward.

There were a total of 82 workers in food service and nursing who were not placed on the newest wage step. The "Double Time" on the seventh day grievance originated in the CPD department, where seven employees were not paid DT in accordance with our contract.

Now, because payroll was going by outdated contract language they must audit the whole bargaining unit to ensure that everyone has been paid DT on the seventh day correctly.



SHORTSTAFFING CONTINUES TO PLAGUE THE HOSPITAL

We fought for and won language in our most recent contract requiring the hospital to send regular reports showing the number of open, posted, and "frozen" positions. The most recent vacancy report shows there are 232 vacant NUHW-represented positions at CHO. That number is up from the already very high 132 vacant positions in the December report.

This has led to shortstaffing, with employees across the hospital experiencing excessive workloads, forced overtime, and burnout, which only leads to higher turnover and more vacancies.

Appointment wait lists in some departments are so long that kids have to wait a year to be seen. Healthcare workers deserve better, the patients deserve better, and Children's Hospital can do better. Talk to a shop steward in your department about signing the hospital wide petition to fix the extreme short staffing that has gone on long enough!

Member Spotlight *continued from front*

because she feels “part of a worker-aligned organization that empowers me to have an effective voice, not just for me but for my coworkers when we’re faced with unjust treatment or when our contract is being egregiously ignored and disregarded.”

That voice strengthened when she became a steward.

“My favorite part of being a steward is that it has provided me an opportunity to learn about unions, how they operate when they are like our union, which works for the actual people they represent,” she said.

Since becoming a steward, Brooks has focused on making positive changes for her coworkers at CHO as a whole and ensuring the contract is implemented and interpreted properly. She’s participated in negotiations to ensure “we have a solid contract that is fair for all” and

she’s learned to communicate more effectively.

“Being a steward has challenged me to learn new forms of communicating with management and fellow workers, which is more effective when you speak the language of the contract,” she said.

As a steward, Brooks strives to do her due diligence whenever she’s needed.

“This is how we as NUHW members are taught, to treat each employee with respect, attacking all issues with as much attention to detail to arrive at the best outcome in favor of the person or persons I may be representing,” she said.

“My goal as a NUHW steward is to always arise victorious in aiding my coworkers when they are faced with uncertainties involving their position while employed with the hospital.”

At her workplace, Brooks has worked on many grievances and was also

involved in negotiating the latest contract. Aware of the importance that elected officials have in healthcare and labor, she’s also done phone banking and canvassing in support of local candidates — something she plans to do again as the election nears.

One thing she’s learned is the importance of reading her contract and getting involved in union actions, something she encourages everyone to do.

“My hope is that we continue to grow collectively to become more involved, that we become more educated on the policies and bylaws of our contract,” Brooks said. “That more employees become interested in stepping up in whatever capacity they feel comfortable to lend their support and unique perspectives, that would result in the entire NUHW-union body becoming even stronger, as well as more knowledgeable.”

Our contracts are here!

The newest NUHW contracts are finalized, reviewed by lawyers on both sides, signed, and printed. There are also digital copies available on the NUHW website.

NUHW organizers and stewards will be distributing contracts on:

Tuesday, September 24

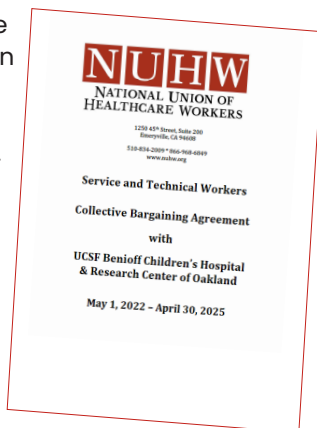
- Primary Care clinic (5220 Claremont, in the 2nd floor break room) from 11 a.m. – 12 p.m.
- Emeryville offices (6425 Christie Ave, first floor break room) from 12:30 p.m. – 1:30 p.m.
- Walnut Creek campus 2401 Shadelands Ave. in the courtyard break area from 11 a.m.–12:30 p.m.

Wednesday, September 25

- The main Hospital (747 52nd st Oakland) 2nd floor Cafeteria from 6 a.m. – 4 p.m.

Thursday, September 26

- The main Hospital (747 52nd st Oakland) 2nd floor Cafeteria from 11 a.m. – 7 p.m.



BARGAINING OVER RECONSTRUCTION AND RELOCATION

The hospital has launched a \$1 billion-plus reconstruction and expansion project, which requires the relocation of at least 70 departments. This is a massive undertaking and the hospital is required to bargain over any changes impacting union members.

We are currently bargaining over a dozen different relocation agreements, with many more to come over the next several months and into next year. We were able to push back a number of these relocations as a result of the notice requirements we won in our last contract... and part of the reason that 1,300 workers at CHO went on strike!

KNOW YOUR RIGHTS

Management is required by law to bargain over the impacts of changes to working conditions. That includes relocating you and your office. If management tries (or has tried) to move you without bargaining with us, let them know that they must give proper notice and bargain. Then reach out to your department steward and union representative.