



# NUHW NEWS AND VIEWS

UCSF Benioff Children's Hospital Oakland

NOVEMBER 2022



## STEWARD SPOTLIGHT STEPHANIE LUM HO

As an office assistant at UCSF Benioff Children's Hospital Oakland, Stephanie Lum Ho is all business.

And the straight talk from then organizer Abid Yahya (current NUHW Director, Hospital Division in Northern California) is what led to her joining NUHW.

"Abid was my first interaction with NUHW and he was all business, which is similar to my work character," she says. "I was reluctant at first to join, but he listened and gave me a litany of reasons why I should be part of NUHW."

Stephanie got involved in the first contract bargaining in 2017 and quickly realized "how important our contract language is and how it would impact us all."

Shortly after ratifying the contract, she attended her first

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## NUHW MEMBER IS ELECTED TO THE CONCORD CITY COUNCIL

In the spring of 2016, Laura Nakamura, a cardiac sonographer at UCSF Children's Hospital Oakland, attended a Bernie Sanders rally and "came home really fired up."

An avid bike rider, she soon began attending Concord City Council meetings advocating for safer streets as a member of the grassroots organization Bike Concord.

It was, as she puts it, "her gateway drug to politics."

In 2021, Nakamura decided it was time to effect change from the inside and launched her candidacy for Concord City Council.

She was a longshot to defeat incumbent Tim McGallian in the city's 5th council district, but with her NUHW colleagues supporting her every step of the way, Nakamura scored an upset victory joining Natalie Rogers of Santa Rosa as the only two NUHW members elected to serve on city councils.

Nakamura credits her victory to a "people power campaign" involving over 100 of her coworkers, friends and NUHW staff.

"We had no money, but we pulled it off," she said. "We beat a campaign that had \$45,000 of PAC money at least; they had five mailers and commercials, and for me it was about all those relationships I made at the door and having that conversation with voters."

Even in the heat of a council race, Nakamura never shirked her duties as an NUHW steward and a bargaining committee member, and that won't change once she takes office.



*Wet weather couldn't keep Laura Nakamura off the campaign trail.*

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For more information, contact NUHW Organizers Beverly Griffith at (510) 978-7454 or [bgriffith@nuhw.org](mailto:bgriffith@nuhw.org), or Jake Doolittle at (203) 430-6688 or [jdoolittle@nuhw.org](mailto:jdoolittle@nuhw.org)

## CITY COUNCIL

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“Being a steward has really instilled in me the importance of standing up for each other,” she said. “I want to make sure I’m still there with my coworkers.”

Just like her coworkers were there for her on the campaign trail.

“We’re so proud of her,” said Fran Merriweather, a licensed clinical social worker at Children’s Hospital, who knocked on doors and made calls for Nakamura.

“Laura is passionate about helping improve the lives of people in Concord,” Merriweather said. “She sees the need and she’s willing to put the time in to work at it.”

When she’s sworn in to her new position in early December, Nakamura said she’ll prioritize defending the rights of renters, improving housing availability, as well as protecting for LGBTQ youth and communities of color.

Her recommendation to others who might want to follow in her political footsteps?

“People power works,” she noted. “It takes being engaged, knowing what’s going on and having a strong community support around you.”



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## NUHW MEMBERS OVERWHELMINGLY VOTE TO AUTHORIZE AN INFORMATIONAL PICKET AND RALLY

In late October, 99% of the 1,200 NUHW members at the hospital voted to authorize the three NUHW Bargaining Teams to go forward in negotiations with the power to schedule an **informational picket and rally** whenever it becomes necessary.

An informational picket is NOT a strike or work stoppage. It’s a picket line outside the hospital that we join before work, after work, and on our lunch breaks. Conducting an info picket shows management that we are willing to fight for a fair contract

We continue negotiating to protect jobs and maintain services for patients here in the East Bay, secure fair wage increases, establish Juneteenth as a paid holiday, improve tuition reimbursement, and access to level 3 of clinical ladders (for Professionals).



### NEXT BARGAINING SESSION

S&T and BOC 11/29 @3pm  
Pros 11/30 @5pm

Ask a bargaining team member for more information.

## STEWARD SPOTLIGHT STEPHANIE LUM HO

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NUHW conference in Anaheim, where her view of the importance of labor was expanded. “I realized how important being part of a union is, not just singularly as NUHW, but all unions collectively nationwide,” she notes. “I was so hyped after that weekend there was no other choice than to become a steward in my eyes.”

Being a steward is about consistently leading the charge for workplace improvements and defending the contract, Stephanie explains.

“Making change is a slow-going process and if I don’t continue to fight for what’s right I can’t count on UCSF to abide by our collective bargaining agreement,” she says. “The more I immersed myself in my contract and learned the language from cover to cover, the more change I can make, while confidently speaking to management.”

Along the way, Stephanie has learned that one of the most important parts of being a union steward is to know the agreement and if you don’t know the answer to a question, ask your colleagues. “The more we know our contract language the better help we can be to others. If we don’t know the answers, asking questions of your peers stimulates thoughtful and impactful conversations that lead to better stewards and future contract improvements.”

Being steward requires some extra work, but Stephanie says it also comes with rewards for personal and professional growth. Her favorite part of being a steward is “the mentorship and motivation from Vanessa (Coe, Director of Northern California Hospitals). They have a way of getting me out of my comfort zone and do things I would never do,” she says. “These experiences have made me a better person and steward.

“My further mentorship from Beverly (Griffith) and Jake (Doolittle) continue to propel me to do the hard work and be here for members who need guidance or support.”