



NUHW NEWS AND VIEWS

California Pacific Medical Center

AUGUST 2023



**STEWARD SPOTLIGHT
THOMAS CHRISTIAN,
EVS WORKER**

Thomas Christian remembers his dad as an outspoken person. The forklift operator for PACO Pumps in Oakland never held back.

“Whatever he wanted to say, he said,” Thomas remembered.

“He would always say ‘if there’s anything on your mind, say it, don’t hold it in. If you hold it in, it’s not going to be resolved,’” he added.

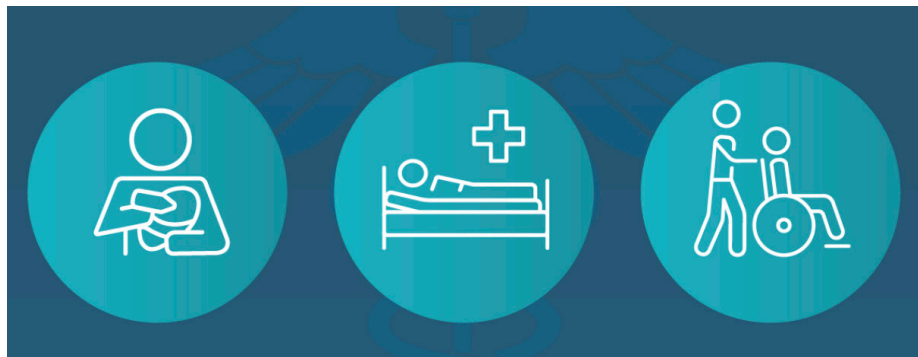
The EVS worker has taken this to heart and is equally outspoken at work, where he recently became a union steward.

“I don’t hold anything back. If I see something that’s not right, I’m going to say something,” he said.

“People say nothing, and they just complain. But that doesn’t resolve anything.”

Since becoming a steward, Thomas is fielding some of those complaints and trying to provide answers. If he doesn’t know the answer to a question or how

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KIN CARE: WHAT YOU SHOULD KNOW

Having a sick loved one is hard enough without having to worry about how to care for them.

That’s where “Kin Care” law comes into play, as it allows employees to use up to half of their annual sick leave to care for ailing family members. Illnesses can range from minor ailments like the flu to more serious ones, such as cancer.

For Kin Care laws to cover an absence, employees must have sick leaves available. Kin Care will not help you if you’ve already used all your allocated sick leaves.

It’s recommended that you keep track of the number of absences you use under Kin Care, as you will likely have to share this record with your supervisor, indicating which family member you were taking care of and the reason for the absence. However, you do not have to disclose the specific medical condition your family member is suffering from. A simple “a family member’s illness” will suffice. Also, Kin Care leave does not require a doctor’s note.

An employee should notify their supervisor in advance if the Kin Care leave is foreseeable. If the need is unforeseeable, the employee should verbally notify their supervisor that they are using Kin Care leave as soon as practicable and for whom it is being used for.

Which family members are covered?

- Employee’s biological, foster, adopted child, stepchild, or legal ward
- Parent, guardian
- Siblings
- Spouse or registered domestic partner
- Grandparent/grandchild

**Kin Care leave does not extend to mothers-in-law or fathers-in-law.*

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KIN CARE LAW

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Reasons an employee can use Kin Care

An employee may use their accrued sick time from work to:

- Seek diagnosis, care, or treatment for an existing health condition of a family member,
- Support a family member who was the victim of domestic violence,
- Support a family member who was the victim of sexual assault
- Support a family member who was the victim of stalking

Your protections

You can't face any retaliation for using Kin Care. This means that they can't fire, demote, discriminate against, fail to promote, or fail to rehire an eligible employee who has used Kin Care absences.

THE SENIORITY LIST AND TIE-BRAKER LANGUAGE

Our contract dictates that CPMC must provide us with a new seniority list every quarter, but they haven't provided an updated list since the end of 2022. That's why we filed a class-action grievance against the company for failing to upkeep the seniority list and tie-braker language.

We want to make sure the seniority list reflects the tie-braker language moving forward.

We are waiting on the company to respond to both issues.



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NUHW LAUNCHES 7-DAY PAY INQUIRY

In July 2022, Sutter launched its new payroll system, Workday, resulting in several problems, like missing base pay, missing pay for call shifts,

incorrect paid time off rates, incorrect deductions, and inaccurate pay rates for shifts.

The latter has been an ongoing issue for our members, since our contract establishes that we get paid double time if we work on the 7th day within the same pay cycle.

The previous payroll system automatically calculated this pay, but the new system requires codes for everything, so our union has filed a class-action grievance requesting information from the company about whether these payments have been made for those who worked seven days in the same work week.

We're still waiting on Sutter to provide us with information on how they are ensuring that workers receive the seven-day pay and requesting that they simplify the process for members to inquire about payroll issues.

If you believe you were not compensated with seven-day pay, contact your union representative.

OUR CONTRACT

To review our contract booklet, visit nuhw.org/cpmc-contract

STEWARD SPOTLIGHT

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to resolve an issue, he knows he can always turn to the union contract book or a union representative.

"I got my contract book inside my locker room at work, just in case," he said.

Noticing that many work issues and contract violations occurred because managers claimed to be unaware of contract guidelines, he also secured an extra pair of contract books to give to EVS supervisors "so they can read our contract."

He hopes this prevents problems and negates the excuse from employers that they did not know what the contract specifies.

And there are many issues to resolve in the EVS department,

from shortstaffing, to favoritism, and employees not working in their assigned areas. This was causing problems because some new employees were not properly trained for duties outside of their assigned zone, Thomas said.

"Since we complained, they put them back in their areas," he noted.

That goes to show that you must speak up if something is amiss. And if you're not comfortable, you can raise the issue with a union steward or union representative, he said.

"Sometimes all they want is for someone to listen to them," said Thomas, who loves helping people and is always willing to lend a hand.

"I want to be there for my coworkers," he said.