

THE NUHW DIFFERENCE



NUHW

- 160 additional hours of paid benefit for members to deal with COVID
- ALL members have access to PPE
- ALL members have access to Labor Pool if hours are reduced due to COVID
- Weekly calls between NUHW members and CPMC management to deal with COVID issues
- Access to housing for members who are worried about exposing loved ones to COVID
- Support from 100% of SF BOS for an immediate wage increase from CPMC

SEIU

- **NO** access to masks
- **NO** support from SF Board of Supervisors
- **NO** power with CPMC
- **NO** plan to win raises or protections in the middle of a pandemic

IMPORTANT ELECTION INFORMATION

Ballots will be mailed May 6 and are due back to the NLRB by May 27. They will be counted on June 10.



In 2011 when workers at Mission Bernal (formerly St. Luke's) voted to decide our future, I campaigned and voted to join NUHW because I know that NUHW is a transparent and democratic union.

It is entirely untrue that we make \$2 more than the workers at the other CPMC campuses. I really wish SEIU-UHW wasn't spreading misinformation to get others to switch unions and focused instead on the issues we're facing in our hospital like short-staffing, unilateral workflow changes, and the hospital pushing out our CNAs. Our last contract was signed in secret without workers in the room. Why doesn't SEIU-UHW want members to know what they're signing us up for? I would rather be in a union that values transparency and invites members to participate in the negotiation process. SEIU-UHW prefers to side with the bosses.

Stick with your coworkers and stick with NUHW to win a better contract at the negotiating table with Sutter.

Zenaida Javier, Dietary Clerk, Mission Bernal

SEIU: NO POWER, NO ALLIES, NO PLAN – NO THANKS!

We're staying united in our union, NUHW.

NUHW NATIONAL UNION OF
HEALTHCARE WORKERS



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HEALTHCARE WORKERS

[NUHW.org/covid-19](https://nuhw.org/covid-19)

COVID-19 HEALTHCARE WORKERS' BILL OF RIGHTS

1 PERSONAL PROTECTIVE EQUIPMENT

All healthcare workers have a right to appropriate Personal Protective Equipment (PPE). If healthcare facilities do not have enough PPE, they must work to secure an adequate supply. This includes demanding that local, state, and federal officials increase acquisition and production of PPE.

2 TESTING FOR COVID-19

To reduce the spread of COVID-19 and ensure appropriate staffing levels, healthcare facilities must provide healthcare workers with guaranteed access to rapid, point-of-care testing whether they have COVID-19 symptoms or not.

3 SAFE WORK ENVIRONMENT

Healthcare facilities must protect workers and patients by requiring that all visitors and workers wear masks and adhere to social distancing measures, and ensuring that engineering controls, like ventilation systems, meet necessary standards for preventing the spread of COVID-19.

4 SAFE STAFFING

The influx of COVID-19 patients combined with the number of healthcare workers becoming sick creates a strain on staffing. Healthcare facilities must ensure staffing levels that keep healthcare workers and patients safe.

5 PROPER TRAINING

Healthcare facilities must provide training on all COVID-19 protocols for the safe and effective execution of healthcare workers' duties. New training or refreshers should be immediately provided if protocols are changed or added.

6 MENTAL HEALTH CARE

Healthcare workers are confronting intense pressure, stress, uncertainty, and trauma in the workplace as well as a high risk for infection. To help workers facing these conditions, healthcare facilities must provide access to high-quality mental healthcare services to employees at no cost.

7 TEMPORARY HOUSING

Healthcare facilities need to provide safe, high-quality nearby housing accommodations for healthcare workers who choose not to return home in order to limit exposure to their family members — including some who may be at higher risk of severe illness from COVID-19.

8 WORK FROM HOME

When it will not compromise patient care, healthcare workers should be allowed to work from home, and healthcare facilities should arrange for the equipment and technology needed to do so effectively. This includes mental health workers, who are needed now more than ever.

9 INPUT AND ACCOUNTABILITY

Healthcare workers should have input in decisions on staffing, PPE, infection control protocols, surge planning, and any other changes that impact their work. And workers should never be disciplined for blowing the whistle on hospital failures.

10 TIME TO CARE FOR OUR FAMILIES

Healthcare workers need childcare support to continue working during the COVID-19 pandemic, as well as paid sick leave and family leave should they be exposed or infected, or to care for an impacted family member.

For more information on NUHW's COVID-19 policy recommendations, please visit

[NUHW.org/covid-19](https://nuhw.org/covid-19)