



NUHW NEWS AND VIEWS

COMPASS: Fountain Valley Regional Hospital • Los Alamitos Medical Center • Lakewood Medical Center

FEBRUARY 2022



STEWARD SPOTLIGHT DINORA BENAVIDES

Keeping active is something that comes natural to Dinora Benavides.

She's always busy as a cook at Fountain Valley Regional Hospital and at least four days a week she heads to the gym after work.

"I'm so tired after work, but I go to the gym and I come out energized," said Dinora, who has worked at Fountain Valley for 12 years.

She also enjoys walking and going hiking, anything that keeps her moving.

And move she did — a lot — for nearly two years as she and her co-workers organized under NUHW and held picket lines, and conducted a number of actions as they sought their first union contract, which they signed in

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FULL UNIFORM ALLOWANCE NOW AVAILABLE

	Fountain Valley		Lakewood		Los Alamitos	
	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time
Pants	\$90	\$150	\$110	\$160	\$110	\$160
Shoes	\$100	\$100	\$120	\$120	\$100	\$100

A new year has started and that means workers now have the right to receive a full uniform reimbursement.

The employer provides workers at each facility with shirts on March 1 of each year, and sets a maximum amount for pants and shoes reimbursement for full-time and part-time employees, as described in the table above.

Each hospital sets a different amount for uniform reimbursements, so check your facility for reference.

REMEMBER: The employer will only provide reimbursement for pants that comply with the pre-approved brand, style, and color.

Shoes must be color black and slip resistant, and can be purchased from an employer-approved vendor or from a vendor of employee choice.

Workers may start submitting their receipts for pants and shoes to their department directors and the reimbursement process should take 30 calendar days.

DON'T FORGET ABOUT TRAINING PAY

Reading and knowing our contract can help you assert your rights when management is not following protocols, and even get you extra cash.

Such is the case when you have to train new employees. Section 10.2 of our collective agreement states that employees who train other workers shall receive pay in the amount of \$2 per hour for the hours spent conducting such training.

Don't expect management will tell you about this extra compensation — you have to speak up and note that you are entitled to it if you're asked to train someone.

Remember, in order for a member to receive the training pay they have to be assigned by their supervisor to train another worker.

If you believe that you are providing training to another worker without being properly assigned to do so, you need to contact your supervisor.

For more information, contact NUHW organizers Isacc Ramirez Perez (626) 391-8224 iramirezperez@nuhw.org, Daniel Dominguez (661) 609-6339 ddominguez@nuhw.org



IF YOU NEED IT, ASK FOR YOUR FLOATING HOLIDAY

Section 20.1 of our contract clearly lists all the paid holidays we enjoy every year, including Independence Day, Labor Day and Thanksgiving, but employees also have the right to schedule an extra paid “holiday” at their discretion.

This can be any day that you need to take off and be paid.

All you have to do is request it with your supervisor and make sure to state that you are using your personal floating holiday and want to be paid for it, but not use your PTO



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DIFFERENTIALS CAN MAKE A DIFFERENCE

Differentials are meant to compensate employees for doing extra duties during their shifts or working extra hours after their shifts end. Section 14.7 in the contract details the differentials we negotiated in the new contract and while the extra pay for extra hours is very clear to most of us, there are some instances where it may not be.

For instance we have Operating Room and Cath Lab differentials. These differentials state that employees assigned to clean operating rooms or the Cath Lab shall be paid a differential of \$1 per hour for the shift assigned.

In some instances, the employer has made the argument that they will only pay the differential for the hours incurred in the cleaning of these facilities, but that is not the case; the \$1 per hour differential pay is for the entire shift.



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August 2021.

Dinora said during those hectic months she would conduct actions at her facility and then go help with others held by Compass workers at Lakewood Hospital and Los Alamitos.

“I always tell people we have to support each other,” said the El Salvador native, who has become a proud and outspoken steward.

“I enjoy being a steward because you learn a lot, mostly how to defend yourself and help your co-workers, and I feel very proud of being able to help others,” she said.

This is the first time Dinora is part of a union and she’s seen the positive changes that come from being part of the labor movement, not only in wages and benefits, but also dignity and respect for the workers.

“I’ve always said it: I wish we had had a union a long time ago. Management would not have abused us. Now the bosses respect me, some even fear me because I tell them the truth,” said Dinora.

She’s also proud that being a steward has given her the opportunity to share the stage at different events with important political figures at different union actions, something she also cherishes.

Being a steward also comes with added responsibilities, but Dinora says anyone can do it. “It’s not difficult. When you want something, you do it,” she said.

“It’s just about being responsible, participating in meetings, and being 100 percent present when you’re needed.”