



# NUHW NEWS AND VIEWS

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

NOVEMBER 2021



## STEWARD SPOTLIGHT LANELLE ANDERSON

Fountain Valley Patient Dining Associate Lanelle Anderson knows how to use her voice for unity and joy.

A native of the Philippines, Lanelle first began singing and playing the guitar at age six at the church where her father was a pastor. “When my dad was calling at the altar, I was singing,” as part of the church choir, said Lanelle.

She still loves to sing. Three days a week, she connects to Singers on Smule International (SOSI), a Facebook account where Filipinos from around the world do Karaoke live, sometimes in groups, duets or solos. Relatives and friends also connect and hundreds of comments pour in.

“This way we’re able to connect around the world,” said Lanelle.

“Singing “relieves my stress,”

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## INCREASES TO UNIFORM ALLOWANCES

	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

When we signed the new contract in August, the employer agreed to reimburse full-time and part-time employees for the purchase of pants and shoes.

Above is the break-down of reimbursements at each facility.

Because the contract became effective in September, these reimbursements will be prorated for the four months left in 2021. That means, for example, that full-time employees at Los Alamitos have a pants allowance of \$13.33 per month for a total of \$53.32 this year. Part-time employees have an allowance of \$9.16 per month for a total of \$36.64 this year.

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.

## GRIEVANCE AND SOLIDARITY WINS TIME CONCESSIONS AT FOUNTAIN VALLEY

When NUHW members won new contracts at Tenet Healthcare hospitals in late August, one of the accord victories was lengthening dietary workers’ shifts at Fountain Valley Regional Hospital from 7.5 hours to 7.75 hours.

A couple of years ago, Compass reduced full-time shifts from eight hours to 7.5 hours for the majority of its employees, arguing that eight-hour shifts would put the company over budget.

Members were pleased they had achieved this concession, but were disappointed soon after, when Compass announced it would take that extra .25 hours from part-time employees, who would see their shifts restructured and their pay reduced.

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## SOLIDARITY

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The Compass workers were not willing to take the extra time if it meant their part-time colleagues would lose work time and pay.

“We were not going to accept those extra 15 minutes until they returned the time they had taken from everyone else,” says kitchen steward Dinora Benavides. “It was unfair.”

She felt the benefits of the new contract should extend to all members, not just a few. “The negotiations were not meant to cut hours from some so they could give to others,” Benavides added.

If that was the idea all along, why did Compass not bring it up during negotiations?, the union argued. A grievance, backed by the workers’ solidarity, forced the company to back down. Compass agreed to give full-time workers their additional 15 minutes per shift without any changes to part-time workers.

For Benavides, it was a lesson in the power of union and unity.

“Without the union, we don’t win anything,” she says.



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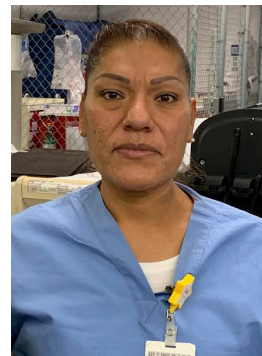


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## UNION HELPS REINSTATE MEMBER

Los Alamitos member Josefina Torres was wrongfully laid off on September 30, without any notice given to the union. The employer alleged deficiencies in Josefina’s duties and said she was still within the 90-day probationary period.



NUHW defended Josefina and proved to the administration that they had no right to lay her off without representation because she was already in her 92nd day of work, which should be counted from the date of her job offer letter, not from the date that she physically showed up to work.

Josefina said the alleged job deficiencies stemmed from an incident where a “Caution, Wet Floor” sign she had placed was removed without her knowledge. (The sign was moved to another location where a spill had occurred.) When Josefina noticed the sign was missing, she used her supply cart to block the entrance to the area.

In addition to getting her job back, Josefina was also paid for the entire 40 hours she was scheduled to work the week she was laid off.

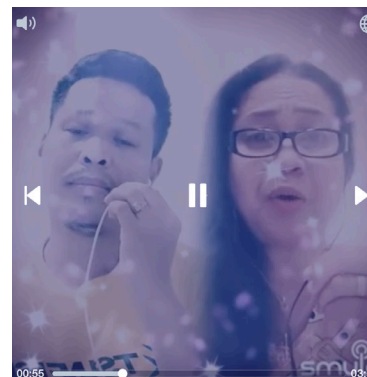
“They helped me a lot,” Josefina said of her NUHW stewards and organizers. “They put a lot of effort into fixing this. Thanks to them, I’m back at my job.”

## STEWARD SPOTLIGHT LANELLE ANDERSON

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she added. “It helps me release my feelings, it’s part of my expression.

Lanelle also uses her powerful voice to advocate for her co-workers as an NUHW steward. She represents her fellow union members when working with allies like Clergy and Laity United for Economic Justice (CLUE), or with elected officials who support our union. “I always tell people we have to be united, strong,” said Lanelle. “In union there is always strength. If you want your voice heard, you have to cooperate. We have to be one voice.”



In the latest contract, she pushed for extending bereavement benefits to cover the deaths of aunts and uncles, knowing that in many communities, “family” means extended family. She also stood firm on raises.

Her leadership skills, which go back to when she first received a leadership award in elementary school, were honed as a law student in the Philippines, and those skills have earned her the respect of management and her co-workers, whom she always encourages to rise up and also become stewards.

“I tell them that if you always complain, those complaints will not be heard unless you bring them,” Lanelle said. “Success is a matter of effort and cooperation.”