

WE WIN WITH NUHW

A contract is only as good as a union's willingness to defend it. As part of NUHW, we have used our collective power to stand up for ourselves and hold Kaiser accountable.



"One of our in-patient Registered Dietitians (who had a Master's degree) was hired as a Level II Registered Dietitian in a per diem position. Later, she took a part-time position that had previously been held by a Level 1 Registered Dietitian. Management insisted on paying her as Level 1 Registered Dietitian even though she had the Master's Degree.

After we objected, management reversed course and agreed to pay her as a Level 2 Registered Dietitian, including retroactive pay dated back to when we brought the issue to their attention. This enabled us to help two more inpatient Registered Dietitians in Woodland Hills also advance to the Dietitian Level 2 pay classification." – Marla Simon, RD NUHW Steward- Panorama City

"A couple years ago, our manager and HR approached me and my fellow audiologists in San Diego about tightening all the standards around our specialized appointments for children and the elderly. Kaiser's suggestion would have meant that fewer of our patients would get speciality care. That didn't sit well with us!

We worked with our NUHW organizer to demand a formal bargaining process, and in the end we prevented management from changing our appointment standards and negatively impacting our patients." – Chris Hiatt, Audiology San Diego



"In 2017 a Registered Dietitian (RD) position in the OB department was not backfilled and left vacant for over 6 months. I inquired about why the position was not being filled and found out that the RD job duties were transferred to the RN's. With the help of my NUHW organizer, I educated management on the importance of Medical Nutrition Therapy (MNT) for this population and reminded them that only a Registered Dietitian can provide MNT.

As a result of educating and convincing management we were able to get the RD position posted and filled. This ultimately led to our patients receiving evidenced based care and reminded management of the integral role Registered Dietitians play as part of the interdisciplinary healthcare team." – Stacy Eldridge, Registered Dietitian, NUHW Steward - Kern County

We've won these battles – and many more – because we are part of a union that will always devote maximum effort and resources to defending our rights as workers.

That's something we only have as NUHW members.

NUHW NATIONAL UNION OF HEALTHCARE WORKERS