



NUHW NEWS AND VIEWS

Providence St. Joseph and Redwood Memorial Hospitals
JULY 2022

STEWARD SPOTLIGHT: RUBALIT (RUBY) SIERRA

St. Joseph Hospital Surgical Tech Rubalit “Ruby” Sierra is very family oriented.

“I like to hang out with my mom and do family dinners. Every weekend we’re either doing a *carne asada* or eating together,” says the mom of two kids.

Ruby sees her coworkers as family too. “We’re spending 40 hours at work. I spend more time with them than with my own family.”

In early 2021, Ruby moved to her current department and noticed the hospital was breaking the union contract by sending her coworkers home early when work diminished, or not following seniority.

She became a steward to band together with her coworkers to enforce our union contract. One of her major achievements was helping secure back pay for a coworker who was put in a lead role without the added pay guaranteed by our collective agreement.

“We filed a grievance and she was compensated for working all those hours,” said Ruby, who saw her coworkers’ morale go up. “I was just happy that she felt supported and she got compensated for working really hard.”

Her work as a steward has also earned her the respect of her new manager, who sought Ruby’s help when crafting a new 12-hour work schedule. “My manager has been very good in that she asks me to make sure we’re following the union contract,” she said. “I’ve shown her that all we want is to make sure things are fair.”

And fairness is what she’s always striving for.

“If you see something that’s not right, it’s up to you to speak up. It’s about being fair and equal. If you see something’s not fair, and you don’t speak, you’re just as guilty.”



MEMBER FIGHTS FOR HER PTO AFTER HR MIX UP

Perseverance pays off — literally — for NUHW steward Kari Helgeson, who after six months of applying pressure was able to recover PTO hours she lost due to a mix up that seemed to get worse every time the hospital attempted to resolve the issue.

It all started in November 2021 when Kari, a radiology tech at St. Joseph Hospital, went into medical leave and filed for short-term disability with the State. Kari explicitly asked the hospital and sent a note to her director asking them not to use her PTO.

But 40 hours of her PTO were used, and when she attempted to buy it back before the end of the year to avoid paying tax penalties, “I got the runaround, went through multiple people in HR and payroll,” said Kari.

Another wrinkle came when she applied for the clinical ladder launched last year and received a six percent wage increase.

Kari was then trying to buy her PTO at her old wages, instead of her new pay.

Frustrated by the lack of progress, Kari filed a grievance, but after several meetings the issue was deadlocked.

NUHW put her in touch with an attorney and the problem was heading for arbitration before the hospital caved in and agreed to settle.

Kari was allowed to buy her PTO at her previous wage scale, and also received 14 hours of PTO to make her “whole.”

“If you know you’re right, keep pushing,” she recommends. “They’re going to say – no – as many times as they can. But no doesn’t necessarily mean – no – in this case.”

Another valuable tip: “I have a paper trail a mile long so I could refer to it when I needed it,” Kari noted. “It’s always important to keep an email trail of your correspondence.”

PLAN YOUR VOTE!

ELECTION DAY IS TUESDAY, JUNE 7

Ballots were mailed to all eligible voters beginning May 9. If you haven't received your ballot, contact the **Office of Elections ASAP at (707) 445-7481**. Completed ballots must be postmarked on or before **Tuesday, June 7**. You should mail your completed ballot as early as possible. No postage is needed. You can check <https://voterstatus.sos.ca.gov> to confirm your ballot was received. If in doubt, you can also deliver your ballot to your polling place on Election Day.

The election is just around the corner — make sure you'll be eligible to vote and have a plan to cast your ballot. **May 23** is the last day to register to vote by mail or online at **RegisterToVote.ca.gov**. You can check the status of your voter registration 24 hours after you submit it at <https://voterstatus.sos.ca.gov>. If you miss the May 23 deadline, you can still register conditionally in person and cast your vote at your polling place on Election Day.

NUHW-ENDORSED CANDIDATES



KIM BERGEL

Humboldt County Supervisor
District 4 (Greater Eureka Area)
<https://www.kim4supervisor.com>



STEPHEN MADRONE

Humboldt County Supervisor
District 5 (McKinleyville to Orleans
to Willow Creek Area)
<https://www.madrone4supervisor.com>



JUAN PABLO CERVANTES

County Clerk, Recorder and
Registrar of Voters
<https://voteforjuanpablo.com>

BALLOT BOX DROP LOCATIONS

ARCATA

Murphy's Market - Westwood
100 Westwood Center
Alliance Road
Daily 7AM to 10PM

Murphy's Market - Sunny Brae
785 Bayside Road
Daily 7AM to 10PM

EUREKA

County Office of Elections
2426 6th Street
Daily 7AM to 7PM

Murphy's Market - Cutten
4020 Walnut Drive
Daily 7AM to 10PM

FORTUNA

Ray's Food Place - Fortuna
2009 Main Street
Daily 7AM to 10PM

MCKINLEYVILLE

Murphy's Market - Glendale
1451 Glendale Drive
Daily 7AM to 10PM

Ace Hardware - McKinleyville
2725 Central Avenue
Weekdays 730AM to 7PM
Weekends 8AM to 6PM

REDWAY

ShopSmart - Redway
3430 Redwood Drive
Daily 7AM to 10PM

TRINIDAD

Murphy's Market - Trinidad
1 Main Street
Daily 7AM to 10PM

WILLOW CREEK

Ray's Food Place - Willow Creek
38913 Highway 299
Daily 7AM to 10PM