



NUHW NEWS AND VIEWS

Providence St. Joseph and Redwood Memorial Hospitals
JUNE 2023

Nutrition workers continue to push back against Morrison's "management"

In Fall 2021, Morrison was contracted to take over the management of Nutrition Services at St. Joe's and Redwood Memorial and since then, the department has been steeped in chaos.

After winning more than 15 grievances and seeing many managers come and go, workers are still standing together for better working conditions.

Morrison continues to violate basic contractual rights, including not posting the schedule on time, changing it after it's been posted, or not having a schedule posted at all! They are assigning people work outside their classification for less pay, failing to schedule full-time workers for full-time work, and denying PTO requests because of short staffing. Despite these claims, Morrison has not posted open positions to help address the issue.

Even worse, Morrison has been unlawfully threatening workers with termination and dragging people into unfounded disciplinary investigations. Nutrition workers want to know... how long will Providence allow this egregious mismanagement of Nutrition Services to continue?



HUMBOLDT WORKERS SEE WAGE INCREASE

In May we all received our annual across-the-board pay raise, guaranteed to us by the contract we fought for in 2020.

This year's raise of **3 percent** builds on last year's total of 8 percent in across-the-board raises that we won.

DID YOU KNOW? According to the Bureau of Labor Statistics, union members in the healthcare field make **25 percent** more than non-union employees (not to mention better benefits).

Our contract expires in one year in May 2024. Together, we'll have to fight to win a new contract that ensures we have the compensation and working conditions we deserve.



PROVIDENCE CEDARS-SINAI TARZANA MEDICAL CENTER CONTRACT

Members at the Southern California facility organized and mobilized to win the best contract they've ever had, securing a dignified wage. As a result of their efforts, half of union members got an 18% raise (largest increase possible) and 500/600 members got 10%+ raise for the year 1 raise alone. "We have shown how strong we can be united, and we have seen how weak we can be if divided," says Jonathan Mexicanos, Senior Respiratory Therapist and steward. "For many of us this is our home, so let's stick together as a family to make this the best home possible for our community."



NEWS FROM OTHER PROVIDENCE UNITS

Queen of the Valley outpatient lab phlebotomists unite to fight for a new job classification

In the outpatient lab, the Phlebotomists were doing more than drawing blood. They were also doing registration and wanted to bargain compensation for doing the extra work.

The members in the lab banded together to present this to management and HR, including the Lead Phlebotomists who had nothing to gain from this fight. An agreement was bargained, but turnover in HR caused the hospital to try and overturn the accord.

We responded by filing a grievance, an Unfair Labor Practice violation with the National Labor Relations Board, and a wage theft claim with the California Labor Commissioner. The hospital ended up agreeing with us just days before arbitration.

The Phlebotomists will be reclassified to their new positions and given a bonus to account for back pay lost.

When we stand up for what we deserve, we win!

JOB PROTECTED TIME TO CARE FOR YOURSELF OR A LOVED ONE'S MEDICAL NEEDS

Why is job protected time important? You have the right to take care of yourself or a family member's medical needs without worrying about losing your job for it.



Did you know that Providence offers Kin Care? It is job protected time to take care of yourself or a family member. Ask your manager for information about this if needed. The state also provides FMLA for qualified caregivers. In order to apply for FMLA you would need to call Sedgwick at 855-537-4470 to file a claim.

Petaluma: OB informational picket a big success

More than 75 of us picketed in front of the hospital on May 1, alongside nurses, community members, and elected officials, to protest the closure of our OB unit.



Providence is putting its profits over our patients' lives and we won't stand by and let that happen. We'll continue to call on the Petaluma Healthcare District to take legal action against Providence to honor its promise and reopen OB.

MRI steward at Queen of the Valley pushes back against the hospital for trying to hire folks without the proper credentials

Senate Bill 1199 states that MRI technologists have to hold a CRT in order to be able to start IVs and administer contrast.

Several Providence hospitals have tried to hire MRI techs without the proper credentials and the MRI steward at Queen of the Valley keeps pushing back to make sure that patient safety is top notch and the law is being followed.

PROVIDENCE HOSPICE WORKERS PREPARE TO NEGOTIATE THEIR FIRST CONTRACT!

This has been a busy year for hospice! In February, we won our union vote, showing incredible unity with high turnout and our 95 percent yes vote! Since then, we've gone straight to work electing our bargaining committee, completing a bargaining survey, and preparing proposals for our contract.

We expect to begin negotiations with Providence soon, and the focus of our proposals will be protecting what makes hospice special - as well as making sure pay and working conditions are fair so we are able to retain our talented staff and recruit new coworkers. voice.



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