



# NUHW NEWS AND VIEWS

Novato Healthcare Center

DECEMBER 2021



## STEWARD SPOTLIGHT IDA BANTILAN

Ida Bantilan's first union experience was with NUHW, but her labor-management relations background goes back decades.

It began in her native Philippines where her parents owned a real estate and construction industry, which she helped run and later owned as well.

"I learned from them how to manage and handle people," recalled Bantilan, who's been a CNA at Novato Healthcare Center for nearly 16 years.

"I know how to fight management because I was once a manager," she added. "I know how to speak and approach, and what I am going to say."

That served her well when workers at the Brius-owned nursing home began to organize in 2015. She immediately

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## MEMBERS WIN INCLUSION IN BONUS PROGRAM

In September, Brius Nursing Homes implemented a temporary bonus program for its nursing staff that expires December 31.

While the bonus program is welcome, it has been unequal and poorly crafted, leaving many of our members out. Management failed to recognize their efforts and sacrifices. Even worse, they were implemented without first negotiating with NUHW.

Members called for a meeting with management to negotiate over this. We put forth a proposal and demanded other non-nursing classifications be included in the program.

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## GET READY FOR THE NEW YEAR

Now that it's getting close to the end of the year, we need to plan ahead for next year's battles. There are many issues that we will need to resolve and that require everyone's input and support.

Talk to your shop steward or union representative to see how you can help make a difference.

## BONUS

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Our efforts paid off.

Through our bargaining, we signed an agreement in early October and were able to get a bonus for non-nursing staff that expires January 15.

Workers are already receiving their back pay.

“It is very helpful and everybody is excited about getting the bonus. It helps a lot for our needs because our salaries are not enough. Additional income helps a lot,” CNA Ida Bantilan said.

This is especially true around the holidays and when the cost of living keeps rising in the region.

“Everyone hopes that the bonus stays,” Bantilan added.

This victory shows the strength of our members to raise their voices in unison and demand recognition for their work when they’re doing a lot more.

It also shows that if there is something we want to improve in our workplace, we must step up and get involved. We can’t wait for others to fight your battles!



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## AROUND THE UNION

- Salinas Valley Memorial workers in ratified a new contract that includes a four-year, 16 percent wage increase and a \$500 bonus for all NUHW members, improved education benefits and an expanded incentive program.
- In solidarity with striking Kaiser Permanente engineers who have been on strike since September, and outrage over Kaiser’s chronic underfunding of behavioral health care, NUHW Kaiser therapists held a one-day strike across Northern California on Nov. 19.
- Wellpath reimbursed NUHW members at Santa Rita Jail in Alameda County a combined \$44,900 after they paid for a disability benefit not extended to California residents.



## STEWARD SPOTLIGHT IDA BANTILAN

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became a leader who encouraged her co-workers to push forward, despite intimidation from the company.

“I told them ‘We have to go all the way until we can reach the goal.’ That’s what we did,” Ida said.

She became a union steward when workers ratified their first contract in 2018.

Since then, she’s led her coworkers in fights with management as they all learned together what it meant to be part of a union.

Ida said employees are happy with the wage increases and other benefits they’ve received as part of NUHW, but she keeps reminding them that they must unite to get what they want.

“I tell them, ‘I’m not fighting for myself, I am fighting for everyone,’” she said. “I will be the one to speak with everybody, but we all have to stand together.”

She has begun preparing the next generation of stewards to keep pushing for better working conditions. Little by little, she directs co-workers to these prospective leaders whenever they have an issue.

The latest issue they’re all coming together for are the bonuses recently won. They are coming to an end soon, but Ida and the rest of the workers are pushing for them to continue in the midst of an incredible short staffing.

“We have to join together to ask for the continuation of bonuses. This is the number one thing that brings us together,” she said.