



NUHW NEWS AND VIEWS

Providence St. Joseph and Redwood Memorial Hospitals

AUGUST 2021

CLINICAL LADDER VICTORY!

ATTENTION ALL:

**Nursing Assistants • ER Techs • CT Techs • MRI Techs •
Surgical Techs • Ultrasound Techs • Respiratory Therapists**

After a long fight with the boss, we made the hospital agree to roll out the Clinical Ladder program that we won with our first contract and second contracts. The Clinical Ladder is a way to increase your wage by 3% or 6% depending on how many points you've earned.

The initial application period will be September 1 through October 31. Our biggest victory of all is that applications accepted in this initial period will receive **retro pay dating back to May 1!** So don't wait until the next application period in

January or July 2022 — apply now to receive that retro pay.

This serves as a strong reminder that contract enforcement is up to US — even though the Clinical Ladder has been in our contract for many years, it takes determined union members to make it a reality!

It's also important to participate in our contract bargaining committee when the time comes. In our first contract, only three classifications were



eligible for Clinical Ladders. But when we returned to the table in 2019-20 to bargain our second contract, the bargaining committee tripled the classifications eligible for Clinical Ladders to nine job titles — nearly a third of our whole bargaining unit.

General Membership Meeting on Zoom

September 23 at 6:30PM

Zoom.us/j/7079325554

Call-in: +1 669 900 6833

Meeting ID: 707 932 5554

NUHW ORGANIZER

Julia Minton

(707) 932-5554

jminton@nuhw.org

NUHW
NATIONAL UNION OF
HEALTHCARE WORKERS



UNDERSTANDING YOUR WEINGARTEN RIGHTS

Your Weingarten rights guarantee you union representation in a meeting with management that may result in discipline. But you **must** request a shop steward or a union representative be present in the meeting. When management calls you into a meeting, ask first:

"Can this meeting or discussion in anyway lead to my being disciplined or terminated?"

If the answer is **yes** or **possibly**, say:

"I request that my union steward or representative be present for the meeting. Once they arrive or are available, I'll participate in the meeting."

If the employer denies the request, the employer has committed an unfair labor practice. You have the right to refuse to answer questions. The employer may not discipline you for such refusal.

COVID PTO UPDATE

California Senate Bill 95 requires employers to provide all full-time employees with up to 80 hours of supplemental paid sick leave as noted below.

- Caregiver is subject to a quarantine or isolation period related to COVID-19.
- Caregiver is advised by a health care provider to self-quarantine due to concerns related to COVID-19.
- Caregiver is attending an appointment to receive a

COVID-19 vaccination.

- Caregiver is experiencing symptoms related to COVID-19 vaccine that prevent the caregiver from working or teleworking.
- Caregiver is experiencing COVID-19 symptoms and seeking a medical diagnosis.
- Caregiver is caring for a qualifying family member who is in quarantine or isolation related to COVID-19.

- Caregiver is caring for a child whose school or place of care is closed for reasons related to COVID-19.

Remember, this PTO is guaranteed to you by state law through September 20, 2021 unless it is extended by the state or employer.. If you have questions, or experience difficulties accessing your PTO, please contact your department steward or NUHW organizer for assistance.

WHY NUHW OPPOSES THE RECALL

On September 14, California voters will go to the polls to decide whether to keep Gavin Newsom as our governor.

On August 16, mail-in ballots were sent to every active registered voter in the state. Ballots must be returned by September 14.

The ballot has two questions:

1. Shall GAVIN NEWSOM be recalled (removed) from the office of Governor?
YES or NO
2. Candidates to succeed GAVIN NEWSOM as Governor if he is recalled:
Vote for ONE.

If more than 50 percent of voters answer “yes” to the first question, Newsom will be recalled, and the candidate who wins the most votes will replace him — even if no replacement candidate receives more than 50 percent of the vote.

WHAT'S AT STAKE?

NUHW and unions across the state are urging voters to vote NO on the first question, and keep Governor Newsom in office.



A new governor could veto any legislation we pass to protect workers and could roll back many COVID protections, including workplace rules that have kept many healthcare workers safe.

The governor has a lot of power over working conditions:

- Workplace safety and regulations
- The right to join or be a part of a union
- Public pensions and rules governing private pensions
- Health coverage under Covered California
- Public education funding
- Budget priorities
- Corporate accountability
- Climate action

Humboldt County voting info

There will be ballot dropboxes throughout the county from August 17 through September 14.

Voter Assistance Centers will be available from September 11-13 from 8am to 4pm, and on election day from 7am to 8pm.

Locations and more information available at humboldt.gov.org/890/Elections-Voter-Registration.

Contact the county elections office with any questions about your registration:
2426 6th Street, Eureka, CA 95501
(707) 445-7481
humboldt_elections@co.humboldt.ca.us

OUR UNION IS GROWING!

Welcome to service and technical workers at the **Juliette Oncology Clinic!**

Even though the Clinic is connected to the Providence St. Joseph Hospital, it has been working in partnership with the St. Joseph Medical Group all these years. Now that the Clinic will be operated directly by Providence, these workers will enjoy all the rights and protections of being in our Union!