



NUHW NEWS AND VIEWS

Petaluma Valley • Santa Rosa Valley Memorial
• Queen of the Valley

FEBRUARY 2022



QUEEN OF THE VALLEY: A WAGE SCALE VICTORY

As the short-staffing crisis intensifies we've been asked to take on more duties, do extra shifts, and do the work of two people, often without any support.

At Queen of the Valley we said no extra work without proper compensation. The hospital has agreed to a significant number of market rate increases and we continue to negotiate to expand those for more job classifications.

On January 19 we picketed to put more pressure on Queen of the Valley to listen to our demands.

Since the beginning of the pandemic, management has cut staff by 10 percent, which puts our patients and workers at risk.

We picketed during our break times to show we are united and

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FIGHTING TO PROTECT OUR PTO



As we battle another COVID-19 surge in our hospitals, we are also fighting to protect our PTO.

Many of our co-workers are getting sick from taking care of patients who need our help, and some are expected to come to work in that condition and/or use their PTO to recuperate at home.

This is wrong.

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INFORMATION

IF YOU HAD TO USE YOUR OWN
PTO FOR A COVID-19
RELATED ISSUE AFTER JANUARY 1
OF THIS YEAR, FILL OUT THIS FORM:
[HTTPS://BIT.LY/3KLIOKL](https://bit.ly/3KLIOKL)

SANTA ROSA MEMORIAL AND PETALUMA VALLEY HOSPITAL: MEMBERS ORGANIZED AND PROTECTED THEIR BENEFITS AND WORKING CONDITIONS

When management proposed to switch the Lynch Creek outpatient lab associated with Petaluma Valley and Santa Rosa Memorial hospitals last fall, the decision had the potential to negatively impact our members who worked there.

Fortunately, as union members, we have the right to negotiate over our changes to working conditions. Members quickly organized and negotiated a transfer agreement with the hospitals that allowed them to maintain their pay, seniority, benefits, and other working conditions.

We can solve any issues if we unite and demand respect for our work.

PTO

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As indicated in our contract, PTO “is used for vacations, incidental sick days, and holidays not worked. It can also be used to supplement short-term disability and paid family leave benefits.”

PTO is paid time off we earn with our hard work and we should decide how and when to use it, especially when many of the contagions are happening at work.

The hospital shouldn’t tell us how and when to use it.

We must stand together and demand that the hospital compensate us for time off we need if we get sick for doing our work and PTO should be credited back in instances where it had to be used if we got sick or to take care of loved ones sick.

If you had to use your own PTO for a COVID-19 related issue after January 1 of this year, fill out the “Providence NUHW Supplemental COVID PTO reimbursement tracker” form, [HTTPS://BIT.LY/3KLIOKL](https://bit.ly/3KLIOKL).

The form applies to both full and part-time employees.



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WE SPEAK OUT AGAINST SUBCONTRACTING CHAOS

In September, Morrison Healthcare took over kitchen management across the Providence/St. Joseph network. Since then, we’ve seen issues like delays in distribution of patient trays, pantries not getting restocked, food safety concerns, and other issues across all of our hospitals.



For instance, in one facility Morrison Healthcare was making members work every weekend, when our contract calls for them to work every other weekend.

In another instance, management was trying to write a member up for missing his meal breaks, which was due to the short staffing.

Morrison is a multi-billion dollar company that “streamlines” processes, but this has caused a number of disruptions and problems.

We have documented a number of safety and labor violations at our hospitals and have filed a number of grievances to force Morrison Healthcare to respect our collective agreement.

We need to defend our rights!

If you see something it’s not right in your department, speak up! Reach out to your department steward or union representative.

WAGE SCALE VICTORY AND INFORMATION PICKET

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have the power, and if management won’t listen to our proposals we’ll be out on the street making sure they pay attention

Providence has plenty of money to pay decent wages that will attract and retain workers, and plenty of money to staff our hospital appropriately.

In most recent available figures, the Providence system had \$15.3 billion in cash reserves and \$1 billion in investments. It also received \$2.7 billion in government grants during the pandemic.

It’s time they share some of this wealth with us, the workers who helped them achieve it.

