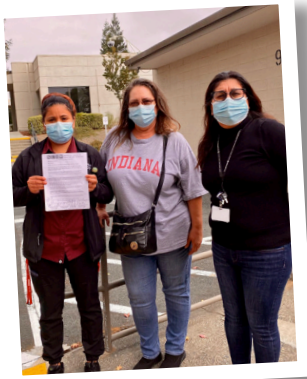




NUHW NEWS AND VIEWS

Petaluma Valley • Queen of the Valley
• Redwood Memorial • St. Joseph Eureka

NOVEMBER 2021



MEMBERS MARCH ON THE BOSS TO DEMAND INCLUSION IN BONUS PROGRAM

Throughout the pandemic, NUHW members have protested multiple layoffs and severe short staffing in the Providence network while the company’s cash reserves grew to \$15.3 billion in 2020.

At Santa Rosa Memorial Hospital, for instance, the new Human Resources director recently approached a steward on the Labor-Management Committee for union help addressing the lack of sufficient phlebotomists in the hospital’s inpatient lab, which is causing delays in blood draws. At the next labor-management meeting, another steward reported that over the past six months, Lab managers had systematically eliminated numerous shifts,

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QUEEN OF THE VALLEY: NUHW PAY SCALE TOWN HALL



For much of this year, we have been negotiating with the Queen management around increases to the pay scale for certain job classifications.

In May, stewards proposed increases (called market adjustments) for 30 job classifications at Queen of the Valley. Since then, we have met with the hospital multiple times to express the importance of these pay increases to recruit and retain

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TOWN HALL

Tuesday, November 9
5 P.M.

IN PERSON:

Medaille Conference

OR ZOOM:

[HTTPS://BIT.LY/QUEENNUHW](https://bit.ly/QueenNUHW)

Right to Reclassification for Per Diem employees

One important victory from our contract last year is the right of per diem employees who work part- or full-time hours to be reclassified to a benefited position. About a dozen per diem employees across the hospital have exercised this right since we won our contract, gaining benefits and regular hours. See section 8.2 (on page 6) of our contract for more information on this right. If you are a per diem employee who would like to be reclassified, contact your department steward so we can start this process.

TOWN HALL

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hardworking staff here at Queen, as well as show respect for the work we have done over the last 18 months of this terrible pandemic. Last week, hospital management shared their latest counterproposal with stewards.

This Tuesday, November 9 at 5 p.m., we are going to hold an NUHW member town hall so we can all review management's latest proposal together and to discuss next steps. This is an important meeting and everyone's input is valuable.

The town hall will take place both in person and by Zoom. We will meet in person in the Medaille Conference room, next to the cafeteria.

To join by Zoom, check your email or go to <https://bit.ly/QueenNUHW>.

If you have any questions or to get involved in the fight for improvements to our working conditions, reach out to your department's steward(s) or NUHW organizer Rachel Allen.

NUHW STEWARD COUNCIL SAYS NO TO COAL TRANSPORTS

Members of the NUHW Steward Council from Redwood Memorial Hospital and St. Joseph Hospital voted recently to join a local coalition opposing a Wyoming-based corporation's intent to rebuild defunct rail lines along the Eel River to transport and ship coal to Asian markets out of Humboldt Bay.



The Humboldt County Board of Supervisors passed a resolution against the idea, which creates worries about pollution. Coal dust — which coal trains emanate in large amounts — contains PM2.5 fine particulate matter that contributes to asthma, prenatal complications, respiratory illness, and cardiac diseases.

“Protecting our air purity and waterways from this project are crucial,” said Kellie Shaner, a monitor technician at St. Joseph Hospital. “Being a coastal community we rely on the cleanliness of our environment for the health of our ecosystem. We have pristine air, beautiful forests and rivers, and top notch oysters from our bay. We must do everything to protect them.”

MARCH ON THE BOSS

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claiming the hospital was ‘not busy enough to have so many working every day’, something HR was unaware of.

To ease this crisis, Providence rolled out bonus programs across its hospitals in the past month. While they may have good intentions, the programs have been unequal and poorly crafted, leaving many of our members out. Even worse, they were implemented without first negotiating with NUHW, as required by our contract.

That's why stewards and NUHW members from Providence hospitals in Northern California decided to take action. In a coordinated effort, stewards at each hospital marched on management September 17 to deliver a demand letter. We said that if Providence is serious about addressing the staffing crisis in our hospitals, they must sit down with all of us to discuss solutions.

NUHW has filed an Unfair Labor Practice charge with the National Labor Relations Board over the hospital refusing to bargain with us on this bonus program. Providence must come to the table and work with us whether they want to or not.

Our action is paying off! Recently members in Patient Access Services departments got word they would be included in the bonus program. This is just a start, we'll keep up the pressure and continue to fight for all of our departments to be properly staffed and compensated!



NUHW GEAR
NUHW.org/store



ONLINE CE
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NUHW NEWS
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