



# NUHW NEWS AND VIEWS

Queen of the Valley Medical Center

**JULY 2022**



## STEWARD SPOTLIGHT JUANA MARTINEZ

Growing up in Michoacan, Mexico, housekeeper Juana Martinez began working since a very young age, but the weekends were about going dancing with friends and relatives.

“I’ve always liked dancing,” Juana said. “If my family had had the means, I would have liked to become a professional dancer.”

Juana continues to indulge in this passion three times a week when she attends U-Jam classes, a cardio dance and fitness program.

“It’s like Zumba but you dance salsa, merengue, you move a lot more,” Juana described.

“The music and the dance help me relieve my stress,” Juana added. “At first it was difficult because I had not dance in a long time, but little by little I started to get loose.”

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## MARKET ADJUSTMENT VICTORY



After an info picket and a year of negotiations, we won market adjustments for 29 job classifications at Queen. While it is a victory, we still have more to do during contract negotiations, as a lot of our members are still underpaid.

The hospital tried to pull out of the agreement, saying that the temporary head of HR did not have the authority to sign on behalf of Providence. We pushed back with a ULP charge and wage theft claims and were able to get them to honor their agreement after all.

## WE FIGHT, AND WIN, AGAINST UNFAIR PRODUCTIVITY QUOTAS

Shortstaffing is impacting all departments throughout the hospital, making our work harder and leaving us feeling miserable and helpless.

To make up for the lack of workers, the hospital is putting unreasonable and unfair productivity quotas on our members, who have had to fight against them.

This was the case when the hospital wanted to have the techs monitor 50 patients each and there were going to be two members relocated in the hospital. We got them to agree to two techs in the centralized monitoring station at all times, then three techs at 80 patients, and no relocations for our members.

The techs stood together by turning out to the weekly meetings and circulating a petition which included getting doctors, RNs, CNAs, and everyone they could find to sign.

## MEMBERS PUSH BACK AGAINST CHANGE TO PAST PRACTICE

We fought hard for all provisions in our contract that detail workplace rights and the hospital can not make unilateral changes or go back on something already agreed upon.

Our collective agreement includes language where the hospital gives credit to employees for years of work experience outside Queen of the Valley Medical Center.

In June, however, the Human Resources Department informed us they will no longer correct members' years of experience.

We will not stand for this. Our contract must be defended and enforced.

Martha McNelis, a steward from the sterile processing unit, has filed a grievance based on a change to past practice.

Members must push back against any changes to our collective agreement. If there are any sudden changes to work provisions in your department, reach out to your steward or NUHW representative as soon as possible so we may review it and take action, if needed.



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## NEWS FROM OTHER PROVIDENCE FACILITIES

### PETALUMA VALLEY HOSPITAL

We recently won a case before going to arbitration and got one of our members extra money for the time she did two jobs without getting additional compensation, and better working conditions when she returns from a medical leave. Also, after filing a petition and meeting with management to try to resolve the issue without success, we are preparing to go to arbitration for ER per diem registrars about management indicating workers can only count one shift per day.

### PROVIDENCE CEDARS-SINAI TARZANA MEDICAL CENTER

Our members are getting ready to begin negotiating their new contract starting July 22. The focus when we come to the bargaining table will be on winning fair wages and workloads. We have a very large bargaining team that represents our hospital-wide unit.

### SANTA ROSA MEMORIAL HOSPITAL

On Sunday July 24, from 1-4 p.m., NUHW members and stewards will gather for a casual picnic in Juilliard Park in Santa Rosa. Refreshments and pizza will be provided for this event meant to strengthen our bargaining unit and have some fun in the sun.

### STEWARD SPOTLIGHT JUANA MARTINEZ

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Juana brings this same intensity to her union work.

She's been with Queen of the Valley Medical Center for 26 years and was part of the original group of workers who pushed to join NUHW.

"I like things to be fair and I want the company to follow our contract," she said. "But if I see an employee doing something wrong, I also call him/her on that."

Juana said she became a steward to help and defend others, and herself.

"I wanted to know how to talk to management, so they respect our rights, and also teach my coworkers about their rights," she noted.

A staunch union supporter, Juana is always ready to participate in any union action, whether it's an informational picket, meeting with political allies or helping them in their campaigns.

Her partner in these actions – and on the U-Jam classes – is her 31-year-old daughter Edith.

"She's like my secretary," Juana joked. "She's not part of the union, but she's always with me and motivates me to come out and do things."

And when they're together, mother and daughter give those union actions the same energy they put into the U-Jam sessions.



*Juana (center) with her daughter and a U-Jam trainer.*