



NUHW PULSE

Sutter Care at Home Newsletter

JANUARY 2025

WELCOME!

Welcome to the first edition of Sutter Care at Home/Visiting Nurses Association newsletter! This will inform you of all the things that are happening this month at Sutter.

There are over 400 NUHW members between six different branches spanning from Santa Cruz to Sacramento.

This newsletter is dedicated to providing important information, updates and highlighting NUHW members working at our different Suter facilities.

We want to bring together workers from across Sutter locations to communicate with each other and build solidarity across the company. We know how much more powerful our collective and individual voices are when we stand together.

SCAH WAGE INCREASES

(Sacramento, Alameda, Concord, San Mateo and San Francisco)



SCAH members: our next raise is already here!

The first full pay period after **January 9, 2025** will bring our next raise. We will receive an increase that is equivalent to the next higher step in our wage scales. To calculate your raise, take your current hourly wage and compare it to the contract wage scales. The next higher number will be your new rate. You can find the wage scales at: www.nuhw.org/scah-tasummary.

After this increase, we'll have two more raises in July 2025 (3%) and January 2026 (2.5%).

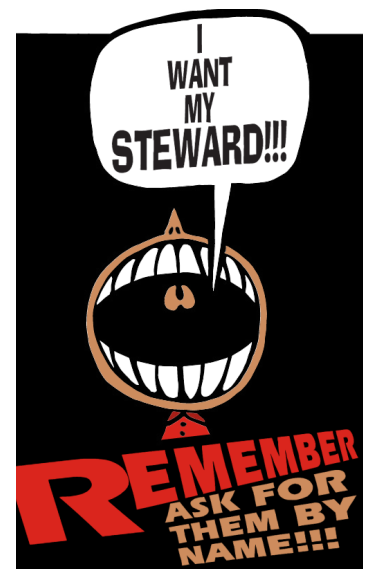
WEINGARTEN RIGHTS

You have the right to representation when you are called in for an investigatory meeting. However, the employer doesn't have to tell you about your rights. If your manager or administrator calls you in for a "seek to understand" meeting, you should say that you want your union steward or representative present at the meeting.

A union steward or representative will make sure that you receive due process in your meeting and that the employer is following proper investigation protocols. You always have the right to speak with your union steward or representative privately, even during the meeting with management. You cannot get into trouble for invoking this right.

When management reaches out to you, just say:

"If this can lead to disciplinary action in any way, I would like my union steward/representative to be in this meeting."



WHEN WE FIGHT, WE WIN!

A nurse at Sacramento Hospice noticed they were being called off a lot of days in a row. They checked with their steward and union representative about the contract language. The calloff article in the contract specified that calloffs need to happen, first by volunteers, and then by rotation.

Stewards gathered evidence and suspected a breach in the contract. Together, the stewards filed a grievance. The result is that the administrator now calls off volunteers and follows a strict rotation of call offs to be as fair as possible when census is down.

UPCOMING EVENTS

Alameda Home Health member meeting January 24 6p.m. -7:30 pm on zoom (link forthcoming)

San Mateo Hospice member meeting January 29 6 p.m. - 7:30 pm on zoom (link forthcoming)

KNOW YOUR CONTRACT

Our contract contains a new Paid Time Off request system..

“Article 20.2 section b: During the month of January of each year employees will submit requests for vacation time off. If more employees in the same classification than can be granted vacation at the same time submit timely requests for the same vacation period and any conflict cannot be amicably resolved, the senior employee(s) will have preference in vacation scheduling. The Employer will post a vacation calendar the first week of February showing the vacations granted.”

This means, you should submit your planned time off request for February 2025-January 31, 2026 to your manager no later than January 31. You will know what PTO you have by the end of the first week of February.

You can still use PTO for unplanned time off like sickness or times when you didn't foresee needing PTO. The employer has two weeks to respond to your request.

Article 20.2 section e. “After the initial posting of granted vacations, PTO will be granted on a first-come, first-served basis. The Employer will notify the employee whether such request was granted within two (2) weeks of the request.”



UNION STEWARDS

Alameda Hospice	Sacramento Hospice	San Mateo Hospice	Alameda/Concord Home Health	San Francisco Home Health
Sibyl Neal-Adesokan	Piper Halvorson	Lauren Bordon		
Catherine Sutherland	Karen Herron	JB Marcos	Mitzi Merrill (Alameda)	Mary Grace Castillo
Vacant	Jeff Richards	Vacant	Robert Williams (Concord)	Ansoneat Ong
Vacant	Stephanie Smith	Vacant	Vacant	Vacant
			Vacant	

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Looking for more stewards

We are still looking for stewards at all five branches of SCAH.

Do your coworkers look to you to answer questions about the workplace? Are you frustrated with how things are going in the workplace and want to make a change? If so, you have what it takes to be a steward.

Stewards are the worksite leaders of the union. A strong, democratic, and effective union is built on a solid foundation of stewards at each worksite.

Contact your union representative and she will get you started Ellen Kress 669-242-9237 ekress@nuhw.org.

