



NUHW NEWS AND VIEWS

Santa Rosa Memorial Hospital

JULY 2022



WHY A UNION AT SANTA ROSA?
Chuck Desepte, Radiology Tech

I have worked on and off at Santa Rosa Memorial Hospital for the past 40 years and continuously for the last 15 years. In that time I have seen a lot of changes.

Before we became a part of the NUHW, we the unrepresented non-nursing employees got whatever benefits and working conditions the administration decided to give us. Usually, we got the same benefits that the nurses' union (SNA or Staff Nurses Association) bargained for and agreed upon with the management. But this was not required or guaranteed, because we were not represented by collective bargaining.

When management realized they did not have to give us the same as the nurses, the takeaways began. We experienced wage freezes (annual increases and wage scales), layoffs, reduced

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WAGES GOING UP



Per our contract, one of our two annual across-the-board raises went into effect in June (1.75 percent).

The updated wage scales can be found starting on page 70 of our contract booklet, and our next across-the-board raise (1.5 percent, for a total of 3.25 percent this year) goes into effect this December. In addition to the across-the-board raises, all of us should receive step raises at our anniversary of hire

OUR CONTRACT

To review our contract booklet, visit NUHW.ORG/SRMHCONTRACT

in years 0-11, 16, 21, and 26. We won these raises after Providence executives tried to lowball us in our contract negotiations in 2020. Because we stood together, we won more!

NEW TRAINING PROGRAM IN SURGICAL SERVICES

Members in Surgical Services recently negotiated with management around a new training program for their department. The program will help increase staffing by creating an on-the-job training program for scrub techs.

Participants will attend online classes for certification at no cost, have the opportunity to shadow existing scrub techs, and will be selected by seniority (following our contract's Filling of Vacancies rules, discussed elsewhere in this newsletter). If you are interested in hearing more about this program, or think your department could benefit from something similar, reach out to Surgical Services steward Billie Jean Barton or your department's steward!

WHY A UNION?

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PTO accruals rates, etc. those would not stop and improvements would be few, if at all.

This all began with St. Joseph's; when we became Providence things only got worse. Fortunately, by then we had already joined with NUHW, which gave us strength in the form of collective bargaining for our benefits and working conditions.

I was part of the last contract bargaining, during which Providence proposed many takeaways. We fought back. We had some losses, but many more victories. In labor contract bargaining neither side ever gets everything they want but come to an agreement. We fought hard to get the contract we signed and I for one am proud of the work that went into that agreement.

Without collective bargaining we have no say in benefits or working conditions and are at the mercy of administration.

Contract negotiations are only a part of what the union provides. Our contract is only as strong as its members, and we all need to get involved. That starts with knowing your contract and not letting the items we fought so hard to gain are ignored, standing up for our rights, staying informed, signing petitions, supporting one another.

The union is its members.



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JOB VACANCIES ON THE RISE

Stewards across the hospital are seeing an increase in job vacancies and postings, so it's important we all familiarize ourselves with our rights in our union contract.

Per our agreement, management has to post all positions (including transfers) for at least 7 days. It may be posted publicly at the same time it is posted internally, but as long as a qualified NUHW member applies within 7 days of it being posted, we get priority over all external applicants.

Vacant positions are to be awarded to the most senior applicant, with initial priority given to transfers from within the same department or job title. For full rules, check out Article 18 (page 21) of our contract booklet or discuss with a department steward!

SAVE THE DATE - JULY 24

On Sunday July 24, from 1-4pm, join NUHW members and stewards for a casual picnic in Juilliard Park in Santa Rosa.

We'll provide refreshments and pizza - additional items are welcomed but not expected. The picnic is open to all SRMH employees (including SNA members), family, and community members!



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.

QUEEN OF THE VALLEY MEDICAL CENTER

After an info picket and a year of negotiations, we won market adjustments for 29 job classifications. 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.