

2020 YEAR IN REVIEW

WHEN WE FIGHT, WE WIN!



This has undoubtedly been one of the most challenging years of our lifetimes, but we have proven that when we work together in solidarity, we can win major victories.

After a 19-month long fight with Providence, we proved that our unity is our strength and that is how we won a new contract! Despite the wildfires and the pandemic, we stayed united and fought back Providence's efforts to take away benefits that are essential to us. We showed Providence that we can fight for a fair contract by holding two informational pickets and a historic five-day strike, which lead to us winning raises that no other hospital has been able to win this year and protecting our healthcare benefits and other workplace rights. To support one another in the strike, we raised and distributed over \$12,000 to financially support 70 of our coworkers who picketed!

Throughout the year, we raised our voices to demand accountability, safety, and respect at work. When the hospital experienced a massive COVID outbreak in August, we rallied together and alerted the press about the lack of proper PPE and transparency from Caregiver Health. In September, our coworkers bravely spoke out at a Workers' Rights Board hearing composed of elected officials, other healthcare professionals, and faith leaders, testifying to the toxic work environment that Providence fosters and the detrimental effect it has on ourselves, our patients, and our morale. The community heard us and demanded Providence bargain in good faith and take real action steps to improve our working conditions. We're looking forward to the Workers' Rights Board report to be published soon. On multiple occasions, we wore stickers to visibly demonstrate that we're united across the hospital, ready to fight for our safety on the job for each other and our families. In November, we showed solidarity by uplifting our EVS coworkers who keep us safe and the hospital clean. We are proud of everything we accomplished this year, and we are especially proud of each other for reaching a new contract through our united efforts in collective actions. Now, let's work together to enforce our new contract and continue to build our strength.



OUR FIGHT FOR COVID PROTECTIONS

When shelter-in-place orders went into effect in March, NUHW produced a COVID-19 Healthcare Workers' Bill of Rights to identify the minimum precautions that employers must provide to keep healthcare workers safe. Our stewards council and bargaining team have used this document to advocate for our top issues of access to proper PPE, robust screening protocols, and increasing testing capacity. Since March, we have held weekly COVID Labor Management Advisory Committee meetings to demand better safety protections. Every week we show up to present important concerns about COVID in our departments and demand accountability. We have made strides in holding management responsible for being transparent on issues around PPE, testing protocols, and vaccinations processing. As we enter a new surge during this winter season, we must continue to show up in these meetings and demand what we need to keep ourselves and our patients safe!

In July, Santa Rosa became one of the first cities in the country to mandate that employers provide up to 80 hours of paid sick leave for COVID-related issues. While the City Council and Sonoma County Board of Supervisors were debating their emergency ordinances, hospital companies, including Providence, pushed back against having to provide frontline caregivers with paid sick time for COVID. However, thanks to our political action and the support of our allies, the local emergency paid sick time ordinances were passed and our coworkers have been covered to take the time they need for themselves and their families even before California passed a similar law statewide.

"The hospital has failed to keep us safe, plain and simple. We are constantly treated as replaceable by management. There are hours every day where there is no one screening patients coming in through the Emergency Room doors. When we notify our managers, HR, or the CEO, we're either ignored or threatened and retaliated against."

I'm honored every single day to work with the incredible admitting staff, ER tech's, respiratory therapists, EVS workers, rad tech's, care partners and so many others as we support the work of our incredible Doctors and nurses!



These essential workers are the backbone of our hospital and provide the care that our patients need, not the administration that constantly disrespects us and devalues our commitment and contributions. The banner hanging outside says "Heroes Work Here" because management is only concerned about public image. But we don't call ourselves heroes, we're caregivers. Wouldn't it be nice if management actually cared for us the way we care for our community?"

— Taylor Davison, ER Registration

GROWING OUR UNION LEADERSHIP

Our stewards are the backbone of our union membership here at SRMH, and our stewards council reflects our collective strength. We're extremely proud that throughout the bargaining process, nine members in nine different departments have stepped up to become stewards! Congratulations to our new stewards:

April Smotherman, Care Partner, Nursing Float Pool
Beatriz Tlahuitzo-de la O, HIM Operations Lead, Health Information Services
Florie Bennion, Care Partner, General Surgery
Heather Sharp, Respiratory Care Practitioner, Respiratory Care
Michael Gonzales, Nutrition Aide, Nutrition Services
Mina Gilchrist, Patient Access Specialist, Admitting
Monique Gonzales, Care Partner, Nursing Administration
Sean Taylor, Senior Central Supply Tech, Central Supply
Shannon Signer, Rad Tech, Urgent Care

In their first year as stewards, these members have already served as models for fighting for justice from Providence by representing our coworkers in fact-finding meetings, organizing our coworkers to win better working conditions in our departments, and leading our proposals in bargaining. We are excited to continue to grow our stewards council and build our union strength across the hospital!

UNFAIR LABOR PRACTICE CHARGES

Surveillance, intimidation, and retaliation — oh, my!

After many months of hard work and determination, we've recently won several Unfair Labor Practice (ULP) charges! The National Labor Relations Board (NLRB) found merit in our complaints and the employer has signed notices acknowledging that many of us were subjected to unlawful surveillance, intimidation, coercion and retaliation for speaking up about our working conditions. The hard-fought language secured in these notices protects our rights and benefits all of us!

These notices affirm that we all have the right to choose a representative to bargain with us on our behalf, and that we all have the right to act together with other employees for our benefit and protection.

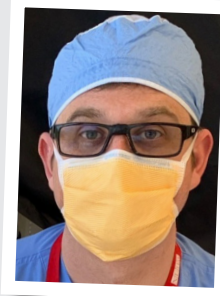
These notices also affirmed that management will not interfere with, restrain, or coerce us in the exercise of our rights, that they will not tell us we cannot talk about or discuss the union while on working time, and that they

"This really is a victory for all of us. When your own employer attacks you, when they try to intimidate and isolate you, it can be really scary and makes you feel terrible. We're trained to stand up for what we and our patients need, but when we actually do stand up, they attack us.

It's frustrating, and we certainly don't feel the values of dignity, justice, compassion, excellence and integrity. And this wasn't just OR management attacking me. As I've been speaking up for all of us - for the safety of our patients and coworkers - the CEO, CNO, HR and even the hospital's attorney were fully aware, and they all either ignored my concerns or threatened me. They all failed to uphold Providence's own core values.

They've literally told us that our lives, and the lives of our loved ones, aren't worth the cost of an N95 mask. And that goes all the way up to decision-makers like Tyler Hedden and Vicki White. Not only have they failed to keep us all safe as they've consistently chosen profits over patients, they attack us when we try to keep ourselves and our patients safe.

When we fight to improve our working conditions - for things like safer staffing and PPE - we're not just fighting for ourselves, we're fighting to protect the community we care for and serve. The NLRB finding merit in our complaints is validating, and we finally have some justice. We all need to stick together, because when we're united, we can achieve things that really matter."



— Steven Batson, Anesthesia Tech

will not discipline us for bringing staffing issues or concerns about PPE, wages, hours and working

conditions to our supervisors or managers on behalf of ourselves or our coworkers.

WAGE CLAIM WON, SRMH FORCED TO PAY!

When management required her to be on-call, but then refused to approve on-call pay because she attended bargaining, Christine McLarty knew two things: that was retaliation, and she had to take action! Encouraged by her fellow bargaining team members and union organizers, Christine filed a Wage Claim with the Department of Labor Standards Enforcement to force management to honor the terms of our contract.



"I was proud to participate in this process and force our employer to honor our contract language. Regardless of the small dollar amount, it's important that we all enforce our contract and hold management accountable. We really are stronger together and participation is key! We're all responsible for enforcing our contract and defending our rights."

— Christine McLarty, Rad Tech

IN THE NEWS



Our press conference, 5-day strike and rally for COVID safety all received unprecedented media coverage!

TV: ABC 7 News, KRON 4 News, KTVU Fox 2, NBC Bay Area, Telemundo

PRESS: Santa Rosa Press Democrat, North Bay Business Journal, SF Chronicle, News of the North Bay, North Bay Bohemian

RADIO: KBBF, KCBS, KRCB, KSRO

POLITICAL AND COMMUNITY SUPPORT

Our elected leaders really turned out for us in 2020! Some called and emailed the CEO, some showed up at our rallies and press conferences, many voted to pass ordinances that support us when Providence wouldn't (like emergency paid sick leave!), and they stood with us on the picket line! We've been honored to receive support from leaders like:

Congressman Mike Thompson • Congressman Jared Huffman • State Senator Bill Dodd • State Senator Mike McGuire • Assemblymember Jim Wood • Assemblymember Marc Levine • Assemblymember Cecilia Aguiar-Curry • Sonoma County Supervisor Lynda Hopkins • Sonoma County Supervisor Shirlee Zane • Sonoma County Supervisor Susan Gorin • Former Santa Rosa Mayor & Sonoma County Supervisor-Elect Chris Coursey • Santa Rosa Mayor Chris Rogers • Santa Rosa Vice Mayor Victoria Fleming • Santa Rosa City Councilmember Eddie Alvarez • Santa Rosa City Councilmember Jack Tibbitts • Santa Rosa City School Board Trustee Ever Flores • Petaluma Mayor Teresa Barrett • Petaluma Vice Mayor D'Lynda Fischer • Petaluma City Councilmember Dennis Pocekay • Rohnert Park Vice Mayor Jackie Elward • Sonoma Mayor Logan Harvey • Sonoma Vice Mayor Rachel Hundley • Windsor Mayor Dominic Foppoli • Windsor Vice Mayor Esther Lemus



We're also proud of the many allies and community partners that have stood with us:

Bricklayers, Tilelayers and Allied Craftworkers (B.A.C.) Local 3 • California Nurses Association (CNA) • California Teachers Association • Christ Church United Methodist • Healdsburg Area Teachers Association • IFPTE Local 20 • IUOE Local 39 • Labor Slate • National Association of Letter Carriers Local 183 • North Bay Jobs with Justice • North Bay Labor Council • North Bay Organizing Project • SEIU Local 1021 • Staff Nurses' Association (SNA) • Staff Nurse Partnership (SNP) • Sunrise Movement Sonoma County • Teamsters Local 665 and Joint Council

STEWARD SPOTLIGHT



CARMEN AMAVISCA has worked in EVS for almost four years. She lives in Santa Rosa with her three daughters, and considers her coworkers in EVS her family, as well! As a union steward and bargaining team member, Carmen has been instrumental in empowering her coworkers to stand-up

to the intimidation, harassment, threats and violence they face from EVS management. North Bay Jobs with Justice honored Carmen with 2020's Outstanding Labor Leader Award in recognition of her leadership during our contract campaign and her courage in standing-up to management!

"We all need to know our contract and our rights so management can't take advantage of us," said Carmen. "I'm really proud of all of my coworkers for standing united to fight for the respect and working conditions we all deserve!"

