



NUHW NEWS AND VIEWS

San Francisco Nursing Center

APRIL 2022



STEWARD SPOTLIGHT REMY MUNETON

When CNA, Remy Muneton she started working at San Francisco Nursing Center in 2007, the facility was already unionized.

A few years later Remy and her co-workers decided to join the nascent NUHW.

She became a steward in 2016 at a difficult moment. The workers were in the middle of bargaining a new contract and fighting to stop management's intent to get rid of the union when their steward backed out

Their union representative then proposed that Remy and her best friend Luz David should become stewards, and their co-workers agreed.

She admits that she felt intimidated at first, but "the union representative guided us until we got a three-year contract," she remembered.

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GET READY TO BARGAIN A NEW CONTRACT

Our existing contract expires September 30 and as we prepare to bargain a new collective agreement, it will be the involvement of all members that will determine our victory.

We will be counting on everyone to join our Bargaining Committee and give your opinion as to what you want to see in the new contract.

A strong collective agreement with better wages and benefits — and that ensures safe working conditions is only achievable if we all get involved.

Stewards will be reaching out to you with a bargaining survey to learn what your bargaining priorities are and to invite you to join the bargaining committee — we would like to have representation from workers in every shift to show a united front.

Reach out to NUHW stewards or union organizer Joaquin Recinos for more information.

HOW ARE YOU DOING WITH NEW GROUPING ASSIGNMENTS?

Recently, management decided to institute monthly grouping assignment changes, which has upset many members who are struggling with this new arrangement.

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EDUCATIONAL OPPORTUNITIES

NUHW OFFERS A VARIETY OF FREE VIRTUAL TRAININGS AND EVENTS TO PROVIDE MEMBERS AND STEWARDS WITH THE TOOLS AND INFORMATION THEY NEED TO PROTECT AND ENFORCE THEIR RIGHTS IN THE WORKPLACE. ACCESS OUR LIBRARY OF VIDEOS, HANDOUTS AND ARTICLES ON EVERYTHING FROM WEINGARTEN RIGHTS TO JUST CAUSE TO CONTRACT INTERPRETATION.

FOR A LIST OF UPCOMING COURSES, VISIT:
[HTTPS://NUHW.ORG/EDUCATION](https://nuhw.org/education)

GROUPING ASSIGNMENTS

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This is especially troublesome because management didn't ask our opinion first.

While the nursing center hospital can make changes they see fit for optimum operation, major changes are supposed to be negotiated with the union before being implemented.

If you have an issue with this change, talk to your steward or NUHW organizer to express your concerns and see how they can be remedied.



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COVID-19 SUPPLEMENTAL LEAVE

California Governor Gavin Newsom has reauthorized a COVID-19 supplemental paid sick leave allowing healthcare workers who become ill or need to quarantine due to COVID-like symptoms access to up to 40 hours of sick pay, and for those who test positive for the virus an additional 40 hours of paid sick leave by their employer.



COVID-19

The law covers COVID-related absences retroactive to January 1 and runs through September 30. This requirement is paid out of supplemental employer sick hours, not from our personal PTO or sick banks.

What you need to know:

- Employees are granted 40 hours of COVID supplemental pay if they, or a relative they are caring for, are subject to a quarantine or isolation period related to COVID-19.
- Employees who test positive for COVID-19, or care for relatives with a positive test, are entitled to an additional 40 hours of supplemental pay. The employer will require proof of test results for both cases.
- Part-time workers are eligible for sick leave equal to the number of hours they work in a week or twice that amount with a positive test.
- Employees can use up to 24 hours (e.g. three, 8-hour shifts) of COVID-19 supplemental sick pay to get a booster, and to recover from any symptoms after vaccination.

STEWARD SPOTLIGHT

REMY MUNETON

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"The first bargaining was very hard," Remy said. "It lasted almost a year."

NUHW seminars and leadership conferences honed her skills as a steward and she was better prepared when she helped bargain another three-year contract spanning from 2019-2022.

Now she's getting to lead co-workers again as they prepare to come to the bargaining table again later this summer.

"We really need a big raise," Remy said, "and everybody needs to get involved."

Unity and support, she has learned, is critical to withstanding management's "greedy" actions. This is exactly what she saw amid the pandemic. Remy and her co-workers had to fight for hazard pay, faced outbreaks, and low supplies of PPE. At one point, management wanted workers to wear only one mask during their entire shift "because they thought they were going to run out," she said.

A pharmacist in her native Philippines, Remy decried these actions and noted safe working conditions will be paramount in this new bargaining round.

"To have a union is good in a facility because management can't frighten you when they want to change something," she said.