



NUHW NEWS AND VIEWS

KECK MEDICAL CENTER OF USC • NORRIS CANCER CENTER OF USC • AMBULATORY CLINICS • ALHAMBRA CALL CENTER

FEBRUARY 2022



NORRIS SEND-OUT LAB: JOB TITLES AND PAY ADJUSTMENTS

In a process started during last year’s contract negotiations, NUHW members in the Norris send-out lab recently won long sought-after adjustment to their titles and pay.

According to NUHW Bargaining Committee member Shavonna Jefferson (MLT at Norris), who spearheaded the effort: “the send-out laboratory employees take a lot of pride in what we do. As a focal point for laboratory processing in the system, and through our union, we were able to collaborate with management and Human Resources on acknowledging our role and re-classifying our job titles and pay to recognize the important work we do for the organization.”

NUHW members also negotiated a path for future send-out lab workers to change their title and pay, provided they meet certain criteria.



AN ORGANIZING VICTORY

A total of 41 employees across three departments recently joined NUHW and will be negotiating to be included in the Ambulatory Contract.

The Cardiovascular Medicine Clinic (HC2), the CVTI Diagnostic Center (HC2) and the Ambulatory Biomedical Techs (HC4) all overwhelmingly won their union elections.

“We joined NUHW so that we can have a voice in our workplace and keep pace with the union wages established by our union coworkers,” said Echo Technician Chris Amici.

The 41 new USC Keck members include cardiology Support Coordinators,

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EXTRA SHIFT BONUS EXTENSION

NUHW stewards and hospital leadership recently approved a short-term incentive to assist with staffing at the medical centers and clinics.

The current incentive was extended to February 12, 2022. The current rates are for hard-to-fill frontline positions which have seen a decline in personnel availability due to quarantine or exposure.

Similarly, we made it known to managers that schedules must be posted 14 days in advance so workers can coordinate and they’re not supposed to change, unless there is an emergency.

All increased extra shift bonuses are retroactive to January 2, 2022.

INFORMATION

Please review the ESB (Extra Shift Bonus) as approved by the facility stewards at:

[NUHW.org/Keck-ESB](https://www.nuhw.org/Keck-ESB)

NUHW.ORG

For more information, please contact NUHW Organizers Michael Torres at (213) 254-8701 mtorres@nuhw.org or Ian Woolverton at (508) 667-7056 iwoolverton@nuhw.org

AN ORGANIZING VICTORY

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Healthcare Concierges, Medical Assistants, Cardiovascular Techs, Nuclear Medicine Techs and other technical and administrative staff.

They are seeking better wages and benefits, including fully employer-paid health insurance as well as job protections that 1,600 NUHW-represented coworkers already won.

If you know someone who is non-union at USC who would like to hear more about the benefits of joining NUHW, reach out to your steward or union organizer.

New contract books available soon

New contract books will be available later this month. In the meantime, be sure to save these links for easy reference:

Keck Hospital of USC and USC Norris Cancer Center
NUHW.org/Keck-Norris-CBA

USC Ambulatory Care Operations
NUHW.org/Keck-Amb-CBA

Keck Medicine of USC Call Center
NUHW.org/Keck-Call-Center-CBA



NUHW GEAR
NUHW.org/store



ONLINE CE
NUHW.org/CE



NUHW NEWS
NUHW.org/pulse



MEDICAL INSURANCE A 'LIFE SAVER' FOR FORMER SODEXO EMPLOYEE

Higher pay. Retirement savings. Free health insurance.

Three years ago, this once pie-in-the-sky wish list became a reality for former Sodexo workers at the USC's Keck Medical Center when they signed their NUHW contract and were brought in-house as direct employees of USC Keck Hospital and Norris Cancer Center.

Their wages went up 15 percent on average; some workers saw raises top 50 percent. They also won employer-paid medical insurance and retirement contributions.

"I was living paycheck-to-paycheck. Sometimes I would have to borrow money. Right when my check came, I didn't have anything again," said Diluvina Ramirez, a nutritional assistant at Keck for almost 15 years.

"Medical insurance was what killed me the most," added the mother of three, who paid almost \$400 a week for basic coverage for her family.

She picked up as much overtime as she could, often working 14-hour shifts and giving up her days off.

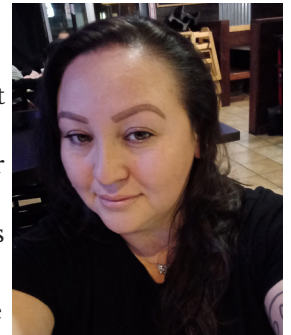
The NUHW contract changed all that. The pay increases coupled with the huge savings on health insurance doubled Diluvina's take-home pay.

The employer-paid medical insurance truly became a lifesaver in 2019 when Diluvina and her husband suffered a serious accident. Their car flipped five times and her husband was ejected from the vehicle. He spent a month in the ICU, and Diluvina was unable to work for nearly two months.

"If I still had Sodexo insurance I wouldn't have been able to pay. Just the ambulance alone was \$8,000 for each of us," she said. "I would have been broke. It would have been easier to die in the accident than afford all the medical payments."

The improved pay and benefits mean that "life is financially sustainable," said Diluvina.

"Being more financially stable, that extra burden or weight is lifted so you're able to focus on other things in your life," she added.



EVS DOUBLE PAY WIN

Environmental Service Workers (housekeeping) will receive the perioperative incentive when called in from stand-by/on-call on weekends and holidays. Currently, all Operating Room EVS workers will also be recognized and receive the incentive.

OR EVS steward and activist Lanita Brown brought this matter to the attention of representatives and the issue was resolved in favor of NUHW members, with management agreeing to honor existing contract language. The Collective Bargaining Agreement states: "employees called in to work on weekends and holidays will receive 2X pay for hours worked."

Congratulations to stewards in perioperative services in perioperative services for enforcing the contract.