



NUHW NEWS AND VIEWS

West Anaheim Medical Center

MAY 2022



STEWARD SPOTLIGHT JUAN ARCINIEGA

“Information is power,” says Respiratory Therapist Juan Arciniega, who became a steward last year to get some questions answered.

“Everyone had questions and people didn’t have answers, or the people we would normally ask, we wouldn’t see them,” he remembered. “I had questions too. Instead of asking questions, I thought ‘It’s better that I know so I can inform people.’”

“The more you know, the better you can help people, and that’s why I became a steward,” Juan added.

Juan helped negotiate a new contract earlier this year and has familiarized himself with the union contract in order to better understand processes and answer questions. “I try to make sure I read the contract once when it

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NEW EDUCATION/CERTIFICATION BONUS

The contract we signed earlier this year had several provisions and added benefits, including an annual \$500 certification bonus for some certifications, such as Certified Surgical Technology, Certified Registered Central Service Technician, Certified Flexible Endoscopy Reprocessor, and Adult Critical Care Specialist

There is also a one-time \$500 bonus paid if you hold the following certifications: Registered Diagnostic Medical Sonographer (certified with two or more body parts), Vascular Interventional Radiography, Registered Cardiovascular Invasive Specialist, Gerontology Certification, Wound Care Certification, Tracheotomy Care Certificate.

There is an annual **\$500** certification bonus for some classifications

There is a one-time **\$500** bonus if you hold certain classifications

IMPROVED FLOATING LANGUAGE

Our members bargained and secured substantial improvements to our floating language, ensuring that full-time union staff will be the last staff to be floated, after per diem and part-time staff

If you think you have been floated out of order, ask your supervisor to give you a list of floatings. If you confirm you were improperly floated, file a union grievance.

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FLOATING

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What is a grievance? A grievance is a formal employee complaint that management has violated the rights of an individual or group as set in our contract or law.

Remember: Every grievance is a complaint but not every complaint is a grievance.

To determine whether something it's a grievance, ask yourself these questions:

- Is there a violation of the contract?
- Is there a violation of past practice?
- Is there a violation of a law?
- Have you been treated unfairly, not equal to how other employees are treated?
- Is management violating its own written policies and procedures?

If you answer "yes" to any of these questions, it's likely that you can — and should — file a grievance

If we have filed a grievance over a contract violation, the union must prove that it's a contract violation. If the issue is a grievance about discipline, then the burden of proof falls on the employer.



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ECONOMIC GAINS IN THE NEW CONTRACT

Shift Differential Increases

Our new collective agreement calls for an increase in shift differentials that will rise from \$2 to \$4 per hour for those in the 3 p.m.–11 p.m. shift and from \$3 to \$6 per hour for those in the 6 p.m.–7 a.m. shift.

Relief Lead Pay

Relief lead pay will increase from \$1 to \$4 per hour.

Precetor Pay

Preceptor pay will go up from \$1.50 to \$3 per hour.

Standby/On-Call Pay

Standby/On-Call pay will increase from \$6 to \$9 per hour for all staff; from \$6 to \$10 per hour for cardiovascular techs.

Extra Shift Differentials Pay

There is also a new \$150 extra shift differential pay for all classifications represented by NUHW.

The hospital will also pay an extra shift premium of \$150 for each full-time member who works an additional shift beyond their regular scheduled shifts in a pay period.

For part-time and per diem staff, such extra shift premium would be paid if the part-time or per diem employee had already worked the equivalent of full-time hours in the pay period.



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comes out, and again whenever someone has a question that I don't know about so I can give them the right information," he said.

Juan also taken two steward courses that he found "very informative."

"It pairs you up with union members from other hospitals and they share their experiences and techniques on how to talk to management and the members," he said, noting that those classes emphasize the power stewards and members have when talking to management. "Essentially you are in a position of power when you talk to management; you are equals."

One thing he's learned as a steward is the value of preparation. "I try to gather as much information as I can and try to present it as easy to understand as I possibly can," Juan said.

Another vital rule Juan learned is that "when making a report, always make sure there is a trail to follow so you can refer to issues you've had before."

Despite members now looking to him as an information resource and management viewing him as a union representative, Arciniega is adamant that he's more a "helper" than a leader. "I consider myself a helper. I have to make sure everyone is properly informed on the decisions," he said.

Still, he knows being a steward means taking on a leadership role.

"Your job is to do the right thing for people, even if it might affect someone else. You have to be the voice for them."