



December 2019

DISTRICT 1199NM HOLIDAY NEWSLETTER



National Union of Hospital and Health Care Employees, AFSCME / AFL-CIO
DISTRICT 1199NM DELEGATE ASSEMBLY

Was held Friday and Saturday, September 13-14, 2019 at the
Santa Ana Star Casino & Hotel

With special guest speaker, Suzanne Gordon who lead a great discuss on
Team Intelligence in Practice.

We were able to hear the history of District 1199NM from the trailblazers
who paved the way. The panel consisted of, Delma De Lora, Margie
Cisneros, Anne Adams, Ruby Bishop, Louie Rael, Theresa Rael, Lydia
Froschle,
and Fonda Osborn

New Officers were sworn in by Lori Gonzales and Yolanda Ulmer
Make plans now to attend our 2020 delegate assembly.

More details will be announced in the New Year.

2019 Highlights

Holy Cross Medical Center

In October, management unilaterally imposed a new wage scale for the Advanced Practice Unit. The Union immediately filed an Unfair Labor Practice with the National Labor Relations Board. Rather than lose at the NLRB, management agreed to come to the negotiating table. All employees in the APC Unit on the old wage scale will receive a \$3 per hour wage increase.

University of New Mexico Hospital-

At UNMH, employee only health care is paid for by the Hospital. During negotiations in September, management proposed that employees pay a portion of their health care, wiping out this year's wage increase for many workers. The negotiating team stood strong and rejected management's proposal. The Hospital will continue to pay the employee only health insurance.

Christus St. Vincent Hospital—

In November employees in Service and Maintenance were subjected to anti-union statements from a Manager. This is a violation of the National Labor Relations Act and the Union has filed a charge with the National Labor Relations Board.

We are in difficult contract negotiations at Los Alamos Medical Center with a for profit company, LifePoint who is more interested in making a profit than providing quality health care for the community. We are working with our LA members to demand justice.

District 1199NM Has a New Executive Director

Sisters and Brothers,

I am excited to be working at District 1199NM as your Executive Director. I am proud to be part of a union that represents health care workers in five hospitals in New Mexico. Together with our national union, NUHHCE (National Union of Hospital and Health Care Employees) District 1199 and AFSCME (American Federation of City, County and State Employees) our union family numbers over 1 million.

Just a little about myself; I am a native New Mexican and have lived in Albuquerque since 1985. I have been a union member since 1981 (with the exception of a few years) and have worked for AFSCME, the American Federation of Teachers and now District 1199NM.

I have served in the New Mexico Legislature and on the Public Education Commission. And I was also appointed as the Union Representative to the Bernalillo County Labor Board. I currently serve as the Chair of the Board for Casa de Salud. My labor and community activism are long and deeply rooted in the struggle for economic, social and environmental justice.

I am inspired by those of you who understand the importance of having a voice in your work place and are willing to fight for justice for yourself and your fellow workers. I look forward to working with you to build a vibrant, strong union, whose members are not afraid to stand up and fight for the just working conditions, wages and benefits that we all deserve.

El Solidaridad,

Eleanor Chávez



SAYING GOODBYE AGAIN... AND AGAIN AND AGAIN!

Dear Fellow Union Friends and Co-workers,

I am pleased to have been able to help District 1199NM Union Workers over these past 30 years. I started in September 1990 fresh from a 2-year sabbatical in the wilds of West Texas. That's another life ago...stories for another time. I retired the first time in 2015 and then came back 3 months later and retired again 2018 and then this year came back for 8 months. I love this Union but do believe that this will be my final Goodbye.

When I came to the Union, I was a neophyte, knowing nothing, never having worked in a Union environment. I didn't know

what Collective Bargaining was or even that employees who have a Union contract have certain rights in their workplace which they don't without a Union Contract. The concept of having a Voice in your workplace was awe-inspiring, knowing that management couldn't just walk up to me or others and fire us on the spot without 'Just Cause'. This was empowering and gave me the feeling I was helping others and contributing to a better life for their families. It gave me a sense of purpose working for the Union.

I have met so many powerful Women who were leading the Union and were leading their workplace departments while balancing their children and husbands needs at home. How they fit it all in a 24-hour day I am not sure? But they did and they made real contributions at their Hospitals for a much better work life for others as well as themselves. They did it because they knew their work life would never improve if they didn't invest their time, attention and dues money into their Union! They made room for the Union and even brought their families into the Union Circle.

In New Mexico women were the Guiding force for establishing Unions in our Hospitals. They saw the need and organized themselves which revolutionized the healthcare communities here.

Everyone who is in healthcare today at UNMH, Christus St. Vincent, Holy Cross Hospital, Alta Vista Hospital in Las Vegas NM, and Los Alamos Medical Center are standing on the shoulders of many healthcare workers who fought for a Union in their workplace. Nurses and other Healthcare employees at our Hospitals have a voice and are treated better than healthcare workers at non- Union hospitals all over the state.

I am proud to have been part of the Union movement to strengthen the Hospitals working conditions, wages and benefits! It has been an honor to work with the many women leaders in our hospitals throughout the state.

In Solidarity, Dianne Harris

CSV Union Officers

Delma De Lora	Chapter President Nurses	505-780-8272
James Ortiz	Chapter President S&M	505-699-1212
Jennifer Roybal	Chapter President Techs	505-470-4632
jjroybal505@gmail.com		

Alta Vista Hospital

Marcos Ortiz Chapter President 505-617-5201 md24ortiz@yahoo

Holy Cross Hospital

Margie Cisneros 575-613-6490

UNMH

Licensed & Technical Chapter

Gilberta Miera- RN- Children's Psych UPC, (505) 315-2223

gmie4@aol.com

Support Services Chapter

Martha Vargas- IT Dept. (505) 220-2042

mvargas8282@hotmail.com

District1199NM Staff

Eleanor Chavez, Executive Director, 505 639-6423, eleanor@district1199nm.org

Lori Gonzales, Organizer/Representatives, 505-690-1963, loretta@district1199nm.org

Suzanne Snurpus, Staff Representative/Organizer, 505-500-6201, suzanne@district1199nm.org

Yolanda J Ulmer, Representative/Organizer, 505-690-6871, yolanda@district1199nm.org

Angelina Williams, Administrative Assistant, 505-884-7713, admin@district1199nm.org

SPECIAL ELECTIONS UPDATE, *Shane Youtz, District Attorney*

As many of you know, your Executive Board unanimously voted to remove District President, Sharon Argenbright on September 7, 2019. Ms. Argenbright appealed this decision and the National Trial Board issued its decision on Ms. Argenbright's appeal on December 5, 2019. In that decision the National Trial Board indicated concerns about the District's action to "remove a President who was elected by the membership just four months earlier . . ." In order to remedy that concern, the National has deemed our office of President as vacant and has directed the District to "schedule an election for the office of President, to be supervised by the U.S. Department of Labor." Consistent with that direction, the District has already contacted the U.S. Department of Labor and we will be working with the DOL to schedule a special election as soon as possible for the office of President of the District. In the interim, the Executive Board and Executive Director, Eleanor Chavez will continue to work for you to grow our District and fight for our membership. Watch for upcoming election notices!!

UNION-MADE HOLIDAY GIFTS

Games	Beauty Products	Candies	Sports Products
<ul style="list-style-type: none">• Barrel of Monkeys• Candy Land• Chutes and Ladders• Clue• The Game of Life• Monopoly• Pictionary• Risk• Scrabble• Sorry	<ul style="list-style-type: none">• Avon• Caress skin care• ChapStick• Dove• Old Spice• Revlon	<ul style="list-style-type: none">• Allan Candy peppermint candy canes• Jelly Belly• Laffy Taffy• Tootsie Roll Pops• Hershey's chocolates	<ul style="list-style-type: none">• Bare wetsuits• Callaway Golf• Louisville Slugger• Standard Golf• Top-Flite Golf• Wilson NBA basketballs and NFL footballs

AFL-CIO

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Feliz Navidad

