



October 2019

UNMH District 1199NM Chapter News

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Meet Our 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.

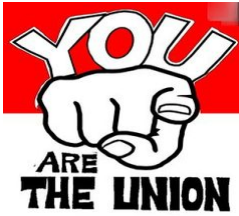


I have served in the New Mexico Legislature and on the Public Education Commission. I was (until last week) the Union Representative on the Bernalillo County Labor Board. I currently serve as the Chair of the Board for Casa de Salud. My labor and community activism are long and deeply rooted in the struggle 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



Support Staff Members in Action by Martha Vargas, Support Staff President

We have many hardworking members in our chapter and I would like to recognize a couple of of them here.

Sister Alicia Hernandez: Started 8.5 years with UNMH and is currently working in Environmental Services. Alicia started coming to the union meeting 2 years ago and has become one of our delegates. She is always willing to help with surveys, flyers, getting other bargaining unit employees to join Our Union. She is an asset in helping to interpret in Spanish for members that have concerns. Thank you Alicia you are greatly appreciated!

Sister Norma Bojórquez: Started with UNMH on November 2015 working in Sterile Processing Department. Norma also joined the union in 2015. Norma plays a big part in our negotiations meetings, flyers, surveys along with grievances. Thank you Norma we greatly appreciate what you do for our members.

From the Desk of Your L&T President by Gilberta Miera, President, Licensed and Technical Chapter

We have had a long year, we have picketed, we have leafleted, we have petitioned and we have worked very hard this year. It has been a long year and we have come a long way. Our union continues to grow and develop in a positive and powerful way. In order to continue to be successful we need your help! We need to make sure every member has a voice in their Union and their workplace.

We will only be as strong as our members and I know every member has a unique gift that can be utilized to continue to make our Union strong. We have monthly meetings, labor management and 1:1 ability with leadership and staff that offer every member the ability to discuss what is going on in their units, and the support to change things on our units.

We want every unit to have a delegate that is able to discuss any information with all members in the unit. So if you feel you can do it I support you and you can call the office or call me to develop a plan.

You can call my cell 505-315-2223 anytime. Remember "**labor is family**" and we are here for each other. Our Union is a place that we all can grow and support each other.

“ *The role of a labor union is to ensure the balance is not tipped in favor of the employer when employees do not receive wages and benefits commensurate with contribution.* ”

~ William Burrus, Vice President
APWU



On September 24, 2019 we began contract negotiations with management regarding your health care premiums. Management's proposal consisted of three points:

1. Employees who are currently on UNMH Health Care would pay at least \$58 towards their premium.
2. If all employees would contribute at least \$58 then the hospital could minimally lower (minimally) the premiums for all of other health insurance categories.
3. In the spirit of giving employees "choice", Management added a high deductible/low premium with deductibles of over \$5,000. This "choice option" would also include a HSA (Health Savings Account).

Your Union negotiating team, Eleanor Chavez, Marcos Lopez, Emily Hopping and Suzanne Sapp-Snurpus successfully argued that:

1. UNMH should be a leader in providing the best possible Health Care to the workers.
2. Low wage workers would be hit the hardest since UNMH refuses to pay a living wage. Paying premiums would force many to drop their health insurance.
3. UNMH should do the right thing and reduce the premiums for all other employees are forced to pay the full cost of health care for their spouse, significant other and children.

At the end of the day management acknowledged that UNMH does not pay a living wage. Management was not able to present a credible case for changing the current employee only health care premiums.

The Union surveys about health care and other workplace issues guided our position in negotiations. The surveys are an essential tool for gathering information about issues important to all of our members. If you haven't filled one out, please go to the Union website at unmhospitalworkersunion.com. Encourage your co-workers to do the same.

#UnitedwebargainDividedwebeg

How many breaks can I take during my shift?

Article 10 of the Support Staff (section D) and the Licensed and Tech Contract (section C) guarantees employees a 15-minute break every 4 hours. For example, if you work a 12 hour shift you are guaranteed three 15- minute breaks.

What should I do if my supervisor calls me into her/his office?

Article 9 section B of both Union contracts guarantees you the right to a Union representative if you believe a meeting with your supervisor or any other management representative (*this includes meetings with security*) may result in a disciplinary action. You must tell management that you want Union Representation. The meeting must be delayed for 24 hours to give you time to contact your Union Representative.

Contact Us

Eleanor Chavez, Executive Director, 505-639-6423
Dianne Harris, Trainer/Organizer, 505-392-9940
Suzanne Snurpus, District Staff Representative/Organizer, 505-500-6201
Gilberta Miera, L&T Chapter President, 505-315-2223
Martha Vargas, SS Chapter President, 505-220-2042



Membership Meeting Information

Important Dates
All meetings held at the
Union office on Alvarado
Drive

Sat. Oct. 5th 10am-11am

Membership Meeting with Chapter
Presidents Martha and Gilberta

Sat. Oct. 5th 11am-2pm

Organizing Training with Eleanor
and Suzanne

Mon. Oct 7th 6-7:30pm

Membership Meeting with Chapter
Presidents Martha and Gilberta

Sat. Oct. 12th 9-11:30am

Delegate Training with Eleanor and
Suzanne

Mon. Oct 21st 6-7:30pm

Leadership Meeting with Chapter
Presidents Martha and Gilberta

Mon. Nov. 4th 6-7:30pm

Leadership Meeting with Chapter
Presidents Martha and Gilberta

Sat. Nov 9th 10-11am

Membership Meeting with Chapter
Presidents Martha and Gilberta

Sat. Nov 9th 11am-2pm

Organizing Training with Eleanor
and Suzanne

Mon. Nov 18th 6-7:30pm

Membership Meeting with Chapter
Presidents Martha and Gilberta

Mon. Dec 2nd 6-7:30pm

Membership Meeting with
Chapter Presidents Martha and
Gilberta

Sat. Dec. 7th 11am-2pm HOLIDAY PARTY

Know Your Rights

By federal law anyone who has a supervisory job title or is considered management is prohibited from asking you any of the following questions:

1. Ask you if you have joined the union.
2. Ask you how you intend to vote in the union election.
3. Ask you if you have signed an authorization card, and or attended union meetings, or engaged in other union activities.
4. Threaten to fire or discipline you for union activity.
5. Threaten to take away any benefits you now have because of union activity.
6. Hint or directly threaten to close down the institution or department you work in if you vote for the union.
7. Change your work assignment or schedule because of union activity.
8. Grant wage increases or special concessions in order to bribe your vote.

These are prohibited by Federal Law. If your supervisor made any of the above violations, document the incident and report it to your chapter president, delegate or Union office immediately.