

CHEU 2025 YEAR IN REVIEW: SOLIDARITY AND PATIENT POWER

2025: Continued Solidarity and New Chapters

At our annual CHEU General Assembly in July 2025, dozens of our leaders met in Glendale to discuss and share the struggles and victories experienced at each of their CHEU-represented facility. Caregivers discussed challenges they encountered with an increasingly anti-worker Federal administration: including the massive cuts to health care funding, and how our members have continued to push back and win great contracts with CHEU in the last year.

We also bid farewell to CHEU Vice President and inspiring leader, Joseph Robinson from Children's Hospital Oakland. His tenure ended when he became a member of another union, but his contributions to our union have been immeasurable. Brother Joseph will be missed, and we wish him well in his future endeavors!



OUR PATIENTS. OUR UNION. OUR VOICE.

CHEU CAREGIVERS & HEALTHCARE
EMPLOYEES UNION



California
Nurses
Association

USC Arcadia Hospital



CHEU members at USC Arcadia continue to fight the boss, enforce their contract, and are currently ramping up for a bargaining campaign. Priorities are safe staffing, wage equity, and comprehensive healthcare plan which would allow members access to be treated anywhere within the USC Keck system as opposed to only at USC Arcadia. CHEU members at USC Arcadia are actively running a joint bargaining campaign with the California Nurses Association represented nurses.

Kindred Baldwin Park

KBP CHEU members successfully ratified a 3-year agreement with strong support across the Hospital! This agreement ensures improved patient handling language, workplace violence prevention language, stronger protections such as expanded bereavement leave, and wage improvements for a stronger foundation for recruitment and retention.



Palomar Healthcare District CHEU Member-Led Actions on the Boss

The Fall of 2025 has been busy at Palomar Health, the largest health care district in California has seen union members' actions at both of its facilities. CHEU leaders at the Escondido campus have been diligent in pushing back on management to ensure safe staffing and patient safety are prioritized within Food and Nutrition Services (FANS).



CHEU leaders, delivered a demand notice to the management demanding follow up on important workplace issues that affect our members' working conditions and patient food safety. Through our



members' strong organizing, CHEU won back our unit level structure to ensure Palomar Health unit level management is responding to important health and safety issues and other worker concerns.

Meanwhile, at the Poway campus our Chief Shop Steward Grace Vicente led certified nursing assistants in a powerful march on the boss to demand restoration of on-site education CEU classes that were recently canceled for acute care inpatient CNAs.

Members showed strength and solidarity and are refusing to back away from the fight.

Shasta Regional Medical Center



CHEU stood united with their siblings to demand safety for patient care. What began as concerns about the staffing matrix, erosion of classifications, and floating people beyond their licenses and competencies, turned into demands for increased staffing for behavioral health, radiology, and to stop the consolidation of the GI Lab, Short Stay, and PACU. This culminated with a public display of solidarity on October 1st where CHEU and RNs stood united to call public attention to the night shift diversion because of CT staffing and the near loss of Shasta Regional's Stroke Certification. Further, Matt Young, Chief CHEU Representative at SRMC developed a unique staffing ratios guidelines to demand in their contract negotiations. While not codified in CA state law like nurse-to-patient ratios, nonetheless, the lack of clinic and technical support staff contributes to adverse patient outcomes, a loss of qualified staff, and contributes to the health care desertification of the community.

Glendale Memorial Hospital



This year at GMH we increased the number of CHEU representatives in areas previously not represented, food services, BHU, and CNA. We have streamlined job descriptions and through impact bargaining increased pay -outside of the wage increases- in Food Service and Maintenance services. Additionally, for the maintenance service line we have increased the opportunities for members to obtain additional licensing and training paid by GMH including the test prep and material. The additional training opportunities will allow members to progress through the

department career ladder. We have also organized demands in the nursing department by bringing RNs and CNAs/PCAs together to demand increasing the staff and skill mix in the departments, this has improved staffing but we are going to push in this area to ensure there is guidelines and metrics for staffing the departments with CNAs/PCAs and not just demanding members do more with less. Lastly, we minimized the impact of layoffs which affected Monitor Techs by placing members in other open positions and demanding a secretary in the units affected, this minimized lay-off to two FTEs who volunteered.



San Gabriel Valley Medical Center

CHEU members are joined by RNs at San Gabriel Valley Medical Center in fight over changes made in how workers can access, their previously exclusive Reserve Sick leave bank when using protected "Kincare" leave.

Despite a negotiated agreement and past practice, management unilaterally changed the practice with no notice or negotiations.

Stay tuned on the ongoing fight!



Kindred Hospital San Gabriel



Kindred San Gabriel leaders have led on several victories at their hospital improving working conditions, ensuring proper health & safety guidelines are in effect throughout 2025. For more than 3 years the hospital has had wiring and electrical issues in the ICU that serves as a major obstacle for new monitors to be connected to the nursing station; disallowing nurses to monitor ICU patients safely.

Victories Won at Kindred San Gabriel: Corporate approved new wiring for the ICU, to issue new monitors, ICU nurses floating has ceased after several grievance wins, building improvements and health and safety improvements made due to strong enforcement of CHEU leaders. Consistent PCC leaders work tenaciously to address workplace safety and other workplace violence issues to ensure that health care workers thrive in a healthy and safe working environment.

Sutter Alta Bates



In 2025, CHEU member leaders from ABSMC participated in a dozen local and statewide actions, rallies, events and conferences, and also recruited and welcomed several new stewards and activists to our team. On the contract enforcement front, our CHEU leaders in the Lab successfully demanded that bargaining unit work no longer be conducted by management or non-CHEU employees and successfully lobbied to create and hire a phlebotomist ead position. After a long fight, we were also successful in forcing ABSMC to convert three CHEU members in per-diem positions (who were working 20-40 hours a week) to benefitted positions in radiology and ultrasound; this was a critical win in our ongoing fight against short-staffing, holding ABSMC accountable to our CBA and working to deter them from running their departments solely on per diems, rather than

posting and hiring sufficient permanent FTEs. CHEU members also fought back against bullying in the OR, helping to push out a toxic manager there and to continue to transform the department culture and practices at Summit. CHEU member leaders also made headway in their multi-year strategic effort to win 12 hour shift options for Surgical Techs and Respiratory Therapists.

As a whole, CHEU members at ABSMC are gearing up for bargaining in late 2026 alongside nearly 20 other CNA bargaining units across Sutter, and will be continuing to build the power of our union to protect and win better wages, benefits and working conditions!

