



UNION NURSE



NATIONAL NURSES ORGANIZING COMMITTEE-TEXAS • NATIONAL NURSES UNITED
MAY 2014

Collective Bargaining Works for Nurses and Patients

MEMBERSHIP DRIVE REACHES 66%

| FACILITY | GOAL | FEB | MAR | TOTAL | TOT. % |
|----------------|------------|-----------|-----------|-----------|------------|
| Corpus Christi | 25 | 8 | 1 | 9 | 36% |
| Valley | 11 | 0 | 16 | 16 | 145% |
| Del Sol | 24 | 11 | 6 | 17 | 71% |
| Las Palmas | 19 | 5 | 1 | 6 | 32% |
| CyFair | 24 | 6 | 1 | 7 | 29% |
| Sierra | 15 | 13 | 5 | 18 | 120% |
| Providence | 26 | 9 | 13 | 22 | 85% |
| TOTAL | 144 | 52 | 43 | 95 | 66% |

Contract-guaranteed raises at El Paso-Tenet facilities

No more phony “merit” reviews and no more arbitrary “caps.” The new NNOC union contracts at Sierra Medical Center and Providence Memorial Hospital in El Paso guarantee an across-the-board increase to all base rates of 2.75%. Per Diem nurses received a 25 cent an hour bump to their base rates. All raises were paid in April. There will be another across-the-board raise in 2015, and a third in 2016 at NNOC El Paso-Tenet when nurses will move to a new wage system based on years of RN service.



RN Miguel Granados was returned to work at Las Palmas last month by agreement between the hospital and the union. His nurse rep, Juan Anchondo, handled the grievance and noted, “Miguel is a great asset to our team. We need his experience on our unit and we are happy he is back.”



RN Jessica Torres, pictured here on the day of her return to work at Valley Regional in Brownsville, was unjustly terminated. The union grievance was upheld by an arbitrator and RN Torres was reinstated with full back pay and benefits.

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OF THE SOLUTION**

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TEXAS ROUND-UP

Unions and community groups form an interim steering committee to lead a campaign in El Paso for a \$15-an-hour living wage. All four NNOC Leadership Councils in that city initiated this campaign with hopes that other organizations would join in the effort. Those hopes have been realized and proposed city, county, school, and hospital district ordinances are now being drafted.



RNs from the lower Rio Grande Valley met to discuss building a stronger union structure to achieve three goals—enforce staffing matrices, end inappropriate floating, defend nurses' just cause rights—and to celebrate Cesar Chavez Day.

Valley Regional Leadership Council will hold their advance training on May 2 at 11 am.



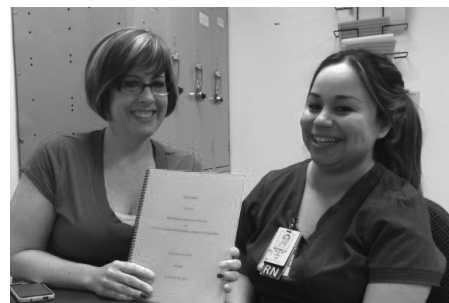
RN Brenda Pruitt from Cypress Fairbanks MC in Houston, speaking to the national media along with NNOC/ NNU nurses from around the country in opposition to the Keystone Pipeline and for a clean, safe environment. RN Pruitt, a pediatrics nurse, cited a Rice University study that found levels of cancer-causing chemicals from oil refining to be some 20 times higher in Houston than in other cities.



PPC members at Corpus Christi MC (from left) Fred Flores, Rhett Laza, and Charlotte Krause, met with their CNO to recommend improvements in lift procedures. By union contract, the CNO is to respond in writing within 30 days of the meeting.

Back pay awarded for violations of flex-off

Texas NNOC nurses are making a special effort to limit and control abuses of RNs' work schedules (and paychecks) by the overuse of flexing, call-offs and delays of start. RN Dixie Castro (on right in top photo, with her Nurse Rep Monica Martell), from Sierra MC, was made whole for time missed while flexed off when a manager was working the floor. RN Michelle Solis (on right in bottom photo, with her NR Patricia Crooks) from Providence, was paid hours of missed wages when she was flexed off while a float pool nurse was working in her unit.



COMING UP

June 11-12 National Council of NNOC-Tenet Unions in California

June 16 El Paso

June 18 Corpus Christi

June 20 Houston Special CEs on the principles of accurate and responsible recordkeeping in all formats.