



UC NURSE ALERT

University of California RNs • NPs • CRNAs • Student Health Centers




CNA
NATIONAL DAY OF ACTION

On January 26th, UC nurses joined thousands of RN's and caregivers across the country in solidarity demanding that the hospital industry end the manufactured staffing crisis and put patients over profits!



ENFORCE YOUR RIGHTS TO MEALS AND BREAKS:

Make sure to complete this [survey](#) every time you miss a meal and or rest period. Once completed, you will receive an email with important next steps and instructions on how to enforce your right to penalty pay

Complete (and bookmark) the survey using this link:
nnu.org/sb-1334-survey

Register now for our next virtual CE class designed specifically for UC and public sector nurses. Click [HERE](#) to sign up for "The ABCs of California's New Meal and Break Law" and learn how SB 1334 will help us fight for the meals and breaks we need to provide safe care to our patients.

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UC SAN DIEGO



UCSD NURSES PUSH MGMT TO AGREE TO IMPROVED SECURITY

On December 15th, a report of an active shooter in the main OR area in Jacobs Medical Center – La Jolla resulted in poor communication and mass confusion at the facility. Fortunately, it was a false alarm, but it highlighted the poor state of security arrangements at UCSD hospitals that nurses have been telling management about for years. Shortly after the incident, a group of CNA nurse representatives and other nurses went to the hospital executive suite to demand improvements. After speaking with CNO Margarita Baggett, and delivering a petition for CEO Patty Maysent, a meeting was scheduled with COO Brendan Kremer, who said that UCSDH had agreed to the following:

- Metal detection/weapons screening at all hospital entrances in Hillcrest and La Jolla
- Additional security staff for entrances and rounding, including parking areas
- Triton/Everbridge emergency alert communications system to be introduced at the hospitals
- Keystroke security summons on floors
- Active shooter training to be introduced and de-escalation training expanded
- Dedicated security for perinatal units
- Additional security doors where needed/feasible



UCSD CNA nurse representatives talk to CCO Margarita Baggett outside her office following meeting about security demands on Dec 15.

It is assumed that full implementation will take several months, but should result in significantly enhanced security for all.

FIGHT CONTINUES WITH UC OVER UCSD PAY ISSUES

Major pay issues for nurses have arisen at UCSD in the last two months. One was discovered by a nurse that shift differentials for nurses assigned to evening and night shift has not been paid consistently for those nurses when on “non-productive” hours, including sick time, vacation time, education leave, comp time, jury duty, or mandatory meetings and trainings on days per the UC-CNA contract and UC policy PPSM-30.

Management has acknowledged that errors have been made. However, because non-payment has been inconsistent across units, UC is struggling to find an effective method to conduct an audit. The Union has filed a grievance, and will pursue claims with the state, if needed. This could take some time. In the meantime, if regular evening or night shift nurses want to be paid for any missed differentials, they may review their past pay stubs and start an HHR ticket.



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UC IRVINE



Why I Became a CNA Nurse Representative

A 19th century British politician once said, "Absolute power corrupts absolutely." I believe this statement is still very applicable today. Whether it is in the political arena, business, or any type of organization, there must be some form of checks and balances to protect everyone's rights.

Labor unions like California Nurses Association provide this added check and balance in holding management accountable to ensure all the employees are treated fairly, compensated fairly, and are provided with a safe environment to work in. I have worked in hospitals without union representation and the difference in compensation and safety was impactful enough for me to truly understand and really appreciate the protection and the professional voice that our union strives to preserve and promote for all the nurses.

It is for all these reasons I jumped at the opportunity of becoming the union representative for the psych department. What an honor it is that I have been entrusted to help safeguard my fellow nurses and our patients, uphold the department that I plan to work in for a very long time, and advocate for the profession of nursing in general. I hope even in a small way I can make a difference.



~Gretchen Aguro,
CNA Psych Nurse Rep

UCI Union Negotiated Pay Increases

UCI nurses recently discovered that the union negotiated pay increases were not updated correctly and as a result, nurses pay was impacted. Nurses demanded that UCI make corrections to the on call, shift differential and per diem pay rates and work with the UCPATH team immediately to correct the rates and ensure that any missed earnings for pay period 12/25/22 - 01/07/23 are issued to nurses in the upcoming February 01, 2023 paycheck.

Nurses worked hard for the negotiated rates and demanded that UCI make all nurses whole immediately. As a result, the new rates are now in effect and should be reflected in the next pay check along with back pay for any monies owed. Nurses demanded that the correct on call and shift differential rates are being updated effective January 8, 2023, and therefore, all earnings moving forward will be issued with the correct rates. There is no need for nurses to take any additional action at this time, because the Professional Practice Council has resolved the issue.

Please review your February 1, 2023 paycheck carefully, and contact your labor or nurse representative if there are any issues with your paycheck.



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UC LOS ANGELES



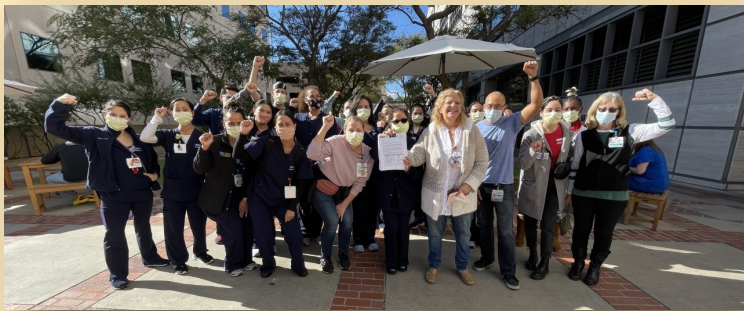
CNA Nurses Take Action at UC Regents Meeting

On January 18, the UC Regents gathered at the Luskin Conference Center at UCLA for their first quarterly meeting of 2023. They were met by a strong contingent of CNA nurses from across the state who rallied in protest of the University's unilateral, reckless, and incompetent rollout of SB 1334 and failure to update the increased rates of shift differentials and on-call pay won in the recent CNA-UC rollover agreement. During the public comment period of the Regents meeting, UCSF Chief Nurse Representative Rosa Villaroel and UCLA Chief Nurse Representative David Yamada shamed President Drake and the Board for the manufactured chaos engendered by UC's refusal to negotiate in good faith with CNA over the implementation of SB 1334.

While the UC Office of the President and its cadre of Labor Relations Managers continue their shameless antics, CNA Nurses have taken a bold stand at the Regents Meeting, demanding immediate action on behalf of 18,000 UC nurses and their hard-won contractual and legislative victories of the past year.



Nurses Deliver Preceptor Pay Petitions to UCLA CEO



In the final months of 2022, UCLA nurses signed a petition demanding that the University restructure the current lump-sum preceptor pay program and instead offer an hourly differential to all precepting nurses. On December 7, dozens of nurses delivered the signed petitions to UCLA CEO, Johnese Spisso.

This collective action emerged after months of fruitless meetings with upper management to discuss the many concerns nurses had with the

current payment scheme for the preceptor program. For instance, the preceptor bonus can be shared by a maximum of two nurses, even if additional nurses helped precept the same new hire. Nurses who precept students, travelers or float pool RNs do not qualify for the current bonus. Moreover, many nurses have experienced significant delays in receiving the bonus, and some have not received any preceptor bonus at all, sometimes because their department does not participate in the preceptor program.

As a result of hard-fought staffing wins, UCLA nurses helped precept around 800 new hires in both 2021 and 2022. The demand for experienced and senior nurses to train new nurses on their units has never been more urgent. But the current preceptor bonus structure is poorly suited to meet that urgency. By offering an hourly differential to all preceptors, more nurses will be incentivized to participate in this vital process of training new hires to ensure excellent care to our patients. UCLA is currently working on creating a pay code in UCPath to account for the hourly preceptor differential. Its forthcoming enactment owes everything to the longstanding agitation and activism of UCLA nurses.



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UC SAN FRANCISCO



UCSF RNs Demand Administration Address Chronic Short Staffing Now!



On Tuesday, January 24th Nurses held a virtual press conference to address administration's failure to nurses, patients, and our communities by not providing adequate staffing to care for patients who come through the hospital doors. Nurses have voiced time and time again that the current staffing situation at UCSF is dangerous and reckless. Nurses are facing scary and immense challenges every day to keep patients safe, and the only way to keep nurse's safe is for UCSF management team to ensure adequate staffing is provided. Staffing shortages brought on by UCSF's cost-cutting decisions, an aging population, and increased patient complexity is placing stress on working conditions for nurses and impacts patient care and overall outcomes.

Jacob Roush, Parnassus Emergency Department Nurse, shared firsthand experiences of the day-to-day struggles in the unit: "We are routinely working short staffed and out of state mandated ratios in relation to ER trained nurses. It is not abnormal to be short four ER nurses a shift, sometimes considerably more. I worked a recent shift where I only had four trained ER nurses in the department outside of the charge nurse and triage role. To put that in context, at an adequate bare minimum staffing, including charge and triage, we should have 15 nurses".

At CICU Mission Bay, Rachel Frischal, RN shares similar struggles in her unit, as nurses are feeling overwhelmed by the lack support from administration to staff units properly. "And very commonly, there are shifts where nurses come in early and work 16 hour shifts on their third night of working. We do all of this to "make it work" and cope, because at the end of the day we do love our jobs and we do want to provide the best care possible, but our patients are the ones who have to suffer the consequences when care dips in unsafe situations."

Safety Improvements are on the Way for UCSF Patients and Nursing Staff!

After numerous violent incidents, car break-ins, car thefts UCSF will finally do the right thing and begin implementing improvements to keep our nurses and patients safer at all three UCSF campuses.

The new safety measures will begin this month. Some of the safety improvement will include the installation of a metal detectors at the Pediatric Emergency room entrance at Mission Bay. The metal detector that will be installed in the pediatric ED will be like the one already installed metal detector at the Parnassus Emergency Department, and another is in progress for the BCH Oakland ED. Patients and family members on gurneys or in wheelchairs who can't go through metal detectors will be wanded, using a hand-held metal detector.

An additional 54 cameras will also be installed at the Mount Zion and Parnassus campuses. A new camera in the Mission Bay parking lot will now offer better coverage for the spots that may be difficult to monitor. An additional ten video surveillance cameras (two per parking level) between P8 - P4 levels have been installed in the Ambulatory Care Center (ACC) garage.

Lastly the university has promised that additional security guards and not including the 6 recently hired security guards other UCSF personnel will be walking through parking structures every 15 minutes at a minimum, and on surface lots, especially at times most heavily used by staff and patients.



California Nurses Association



National Nurses United

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UC DAVIS



Davis 7 Nurses Continue The Fight For Safe Staffing

Davis 7 pediatric Nurses are continuing the fight for safe staffing into the new year. In late December, Davis 7 nurses held their very first Nursing Staffing Review Panel. This was important as the Davis 7 nurses continue to fight back for safe staffing by filing ADOs every time there is an unsafe patient assignment. Davis 7 Nurses have organized their power to advocate for safe staffing for their patients. The Nursing Staffing Review Panel is a process outlined in our Contract under Article 8 Staffing. This process allows us to solve any disputes related to staffing, acuity, and ratio. Currently, Davis 7 nurses do not have a designated break relief out of the nursing count or a Charge nurse out of the nurses' count. Under Title 22, Section 70217 states "**When a Nurse Administrator, Nurse Supervisor, Nurse Manager, Charge Nurse or other licensed nurse is engaged in activities other than direct patient care, that nurse shall not be included in the ratio/count.**"

Both parties elected their respective panel and, as dictated by our contract, the committee was chaired by Assistant CNO & Executive Director Joleen Lonigan. Although the union went into this process hoping that management would see that the acuity of the Davis 7 has changed and therefore we need to address the acuity of the patients rather than focusing solely on ratio, it was clear that management does not understand the difficult and unsafe assignment Davis 7 nurses take on. CNA delivered a variety of recommendations that would lead to increased staffing of the unit. We also demanded to stop counting charge and break relief nurses in the assignment count. The union panel stood firm on their demands; we were surprised to see Executive Director Joleen Lonigan take part in the actual vote. Although we had two resolutions from the committee that will help the staffing and acuity of the patients, this is not enough, and we will not stop until we have adequate staff for Davis 7.

The Professional Practice Committee (PPC) has filed for a Special Review Panel (SRP) to continue with our fight for safe staffing for the Pediatric Unit. The SRP allows for a neutral party to be the deciding factor. This will allow for the process to be fair and produce an actual resolution that will benefit the patients of Davis 7. We look forward to starting the process in February and we will not stop fighting for safe patient care. We will continue to document ADOs anytime our assignment poses a threat to our patients. Pediatric patients deserve more, and we are here to be the voice and advocates for Davis 7 patients.

ICU Adult Unit Fight Back Against Dangerous Changes to Their Patient Population

Last November, UCD began sending notices to the Union that ICU float nurses who take care of adult patients would soon be expected to start taking care of adolescents due to an increase in RSV, FLU and COVID. CNA immediately reached out to nurses who work on the ICU units and scheduled a meeting to discuss the changes in the notice.

Nurses voiced concern that they are not trained in the necessary skill set/competencies to take care of pediatric patients. RNs organized and drafted demands for patient safety, raising concerns UC's lack of planning to ensure that nurses are competent and proficient

when taking care of this new population

UC Davis ICU nurses have been persistent and organized, demanding the employer enforces quality care and safe care for patients and nurses at UCD. Management has met with us twice and has postpone the effective date from December 19, 2022 to January 20, 2023. Nurses are still organizing around this issue and are currently working on a ICU Nurse campaign for ADO's and letter writing for a Vote of No Confidence. Nurses remain deeply concerned with this issue and are making efforts to raise attention throughout the facility.



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CNA UC Division Statewide Committees

- ◆ Student Health
- ◆ Advanced Practice
- ◆ Workplace Violence
 - ◆ Racial Justice
- ◆ Environmental Justice
- ◆ Medicare for All

Statewide committees meet virtually on a regular basis. Please contact your CNA labor rep or nurse rep for more information on how to get involved.

