



# UC NURSE ALERT

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



## THIS MONTH IN UC NURSE ACTIVISM



## 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](https://nnu.org/sb-1334-survey)

Or scan the QR code below with your smartphone:



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.

### UPCOMING SB 1334 CE CLASS DATES:

- \* **March 16, 11:00am-1:00pm**
- \* **March 22, 1:00pm-3:00pm**
- \* **March 27, 6:00pm-8:00pm**
- \* **April 4, 10:00am-12:00pm**

# UC NURSE ALERT

UC SAN DIEGO



## UCSD Nurses Vigilant over Safe Staffing Enforcing Meals & Breaks

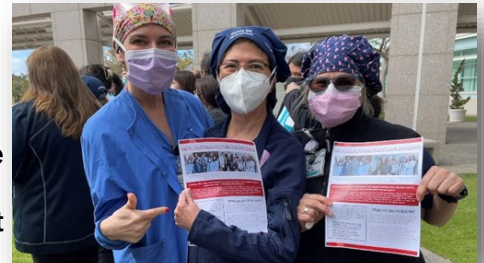
Since the new law granting expanded rights over meals and breaks went into effect January 1, numerous units have seen improvements in break coverage, with fewer missed breaks. Some areas, such as Moores Cancer Center, have received additional Resource nurses to provide break coverage. Nurses who have reported missed meals or breaks have also begun receiving the state-mandated penalty pay (up to 2 hours of pay per shift). In some areas, nurses are still not receiving uninterrupted breaks because they are being told they must hold on to a work phone or pager. These individual unit issues are being addressed.

If you have an issue with receiving appropriate uninterrupted breaks or penalty pay, or if your manager is using harassment or intimidation to prevent you from reporting missed meals/breaks, please contact a CNA Nurse Representative or Labor Representative ASAP: [tbunting@calnurses.org](mailto:tbunting@calnurses.org); [jwelsh@calnurses.org](mailto:jwelsh@calnurses.org)



## UCSD Nurses Join Case Managers for Protest

On 2/23/23 CNA members joined UPTE-member Case Managers at UCSD-Hillcrest to protest management taking away their workspace unnecessarily. Much of their work is done on a computer and/or by phone, with materials spread out. Now, they are forced to jostle with nurses and MDs for available computers on the floor, and are concerned about possible HIPAA violations (patient names, Social Security numbers, DOB, etc.) This has slowed discharges, and exacerbated patient delays waiting for inpatient beds. Leaflets were distributed asking everyone to:



**Call UCSD CEO Patty Maysent's office  
(858) 249-5534**

**Leave a message of support to restore Case Managers' workspace.**

**Solidarity is Powerful!**

## UCSD Nurses Win Safer Ratio for Chemo Patients

Following a recommendation from the union's Professional Practice Committee at UCSD, management agreed that any chemo patient receiving Interleukin-2 should be a 1:2 assignment, even on IMUs and PCUs. Management notified CNA that the policy and procedures are being re-written. Thanks to CNA Nurse Representative Josh Higgins (Jacobs Medical Center 5FG) for bringing the concern forward, and his coworkers for working together to escalate these issues.

# UC NURSE ALERT

UC IRVINE



Nurse rep leader for the ED, Lindsay Ortega with the support of the nurses have been in contact with William Huey, who is in charge of the WPV committee. Some changes/ implementations that have recently

happened due to the ED nurses pushing for stricter guidelines are as follows: large banners in all lobbies stating aggressive behavior will not be tolerated (soon will be in patient rooms and clinics), an update to the Management of Aggressive/Disruptive Behavior policy, and a training for managers and supervisors is in the works.

In light of the most recent WPV situation, and before the ED nurse rep knew the training wasn't finalized (incorrect information was given in our January WPV hospital wide meeting), nurse rep reached out to the manager, Teresa, to see if the ED had taken part in that. This opened up dialog with the ED director to request to meet with the nurse reps of the department to understand the concerns with nursing not feeling supported by management in those situations. Nurses feel this is positive and a hopeful step in the right direction. The reps wanted to make sure the sentiments of why the nurses didn't feel supported in their words and not just generalization of the events. The January meeting was full of updates with great progress, including those initiated by CNA concerns after events in the ED.

Here are the latest current initiatives:

- ⇒ revised MOADB policy (win for CNA as this was something we brought forward to William Huey, WPV chair, in Sept).
- ⇒ no tolerance signs were approved (in place in DH, Tower, ED, Bldg 3, Bldg 4 lobbies; pending installation in inpatient and ED rooms; back order for clinics and ambulatory settings)

Operation Safe Shift was previously initiated and seems to have a positive impact and more engagement from public safety. There was an increase from 2017-2022 in Public Safety Personnel (from 22 to 54), and there has been an increase in rounding from Public Safety.

Please encourage nurses to escalate any WPV issues in real time, as well as follow up with IRs and a UCI PD report if needed. All of these initiatives and wins were pushed and supported by the ED nurses!

## UCI Nurses Visit California Museum Exhibit in Sacramento

Nurses from 5 tower had the opportunity to attend the California Museum highlighting Filipino American history in Sacramento, whose stories are rarely told at least until recently. It was an exciting excursion and a fantastic motivating factor for all the nurses. Being able to venture outside of the hospital setting gave the nurses a very enriching intellectual experience. The nurses were able to view the exhibits and talk to nurses from other areas in California about the struggles that the union has overcome. This museum is a storehouse of the Filipino labor movement history. Museums are much underrated when in fact, they make great historical reminders of how the world use to be and how it has developed through the centuries.



California Nurses Association



National Nurses United

# UC NURSE ALERT

## UC LOS ANGELES



### Nurses Enrolled in School at UCLA Win Parking Grievance

Nurses who are currently enrolled in a degree seeking program at UCLA won a grievance that gives them the same parking benefits all employees have. Previously, as soon as a nurse enrolled in school, they would be reclassified from an employee to student by the Transportation Office, which disqualified them from parking benefits employees receive. Specifically, nurses who were reclassified as students were no longer granted access to the same parking lots employees have access to and were no longer provided with 11 cross-sectional passes that are provided to employees. After trying to resolve this issue individually, nurses on 6ICU brought this issue to CNA and spearheaded a grievance.

**Article 41, Section A.1. states:** “The University shall provide to career and special per diem Nurses, parking and parking-related services at each campus or the laboratory to the same extent and under the same conditions as normally provided to other non-represented University staff employees at the Nurse’s location.”

CNA filed a grievance based on the idea that the University was not providing nurses enrolled in school the same parking-related services as they provide to employees not enrolled in school. The grievance went to Step 2, at which point UCLA Labor Relations agreed to work with the Transportation Office in order to fix this system error. As of Friday, February 24, 2023, nurses who are enrolled in school at UCLA should have access to the 11 cross-sectional passes, with the same access to all of the parking lots they were able to

### Santa Monica Nurses Welcome Kristan Delmarty as New Chief Nurse Representative!



Kristan Delmarty has worked at UCLA for 15 years, and she has served as one of the Nurse Representatives for the 6NW PEDS unit for 11 years. She became the Chair of the CNA Professional Practice Committee two years ago. She is now taking on the role of Chief Nurse Representative for Santa Monica Hospital, after

Eleonor Escuadro stepped down from the role.

**“After 12 years of serving as the Chief Nurse Representative, it is time for me to pass the baton to someone else and I have no doubt that Kristan will excel at the role and continue to build our union power at Santa Monica Hospital.”**

- Eleonor Escuadro, former Chief Nurse Representative and current Nurse representative for the Main OR.

### In-Person CNA CE Classes are Back!

CNA is bringing back in-person CE Classes this year! While nurses are able to use all of their Education Hours online again in 2023, CNA is offering in-person classes in Marina Del Rey for nurses who would like the option to meet in-person. Nurses have the option to take these courses in lieu of a full shift, with approval from your Unit Director.

#### When Work Hurts:

#### Advocating for Safe and Just Jobs for Nurses

**May 25, 2023 (9AM-4PM)**

An additional hour will be offered (4PM-5PM) so the class can be taken in lieu of a full shift ([see Art.6.B](#))

Click [HERE](#) to learn about all the FREE CE currently being offered by CNA, both in-person and virtually!



California Nurses Association



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# UC NURSE ALERT

## UC SAN FRANCISCO



### 15 Long Nurses Continue Fight to Combat Workplace Violence



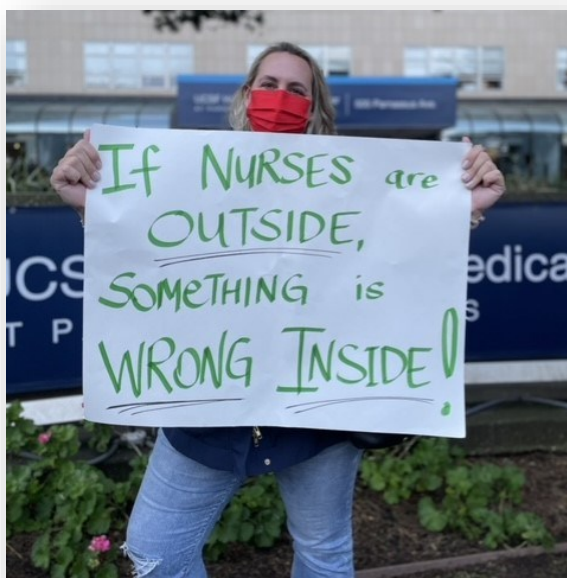
Nurses on 15 long had concerns about the increase in workplace violence (WPV) on the unit and the lack of response from management to keep them and patients safe. Nurses set up a unit meeting with labor reps, nurse leaders and support staff. The unit rep Jam Cabacungan set up an agenda to educate staff on CNAs WPV prevention efforts including SB 1299 which established that UC fully comply with the Cal OSHA Workplace Violence in Health Care Standard, including employers to involve staff in creating a unit-specific workplace violence prevention policy. 15 Long not only had an expired policy, but staff were never given a chance to provide input into the policy.

During the meeting staff established a petition with a list of demands to address the concerns. The petition was signed by 63 staff in the unit with over 80% of the nurses on the unit. Nurse sent the petition and demand to meet to upper management and the safety officer Matt Carlson. Staff met with management and were able to cover some of demands and set up following meetings to continue to address the issues.

Nurses in the unit also filed CalOSHA complaints due to the lack of WPV plan for the unit and lack of support from management after recent incidents. CalOSHA responded the next day and forced management to post a notice that a new policy must be made within 14 days in the unit and to address the WPV concerns. Nurses will continue to push for the highest standards of safety and patient care.

### ED Charge Nurses Demand Accountability

On September 9, 2022, nurses met with Art Dominguez, CNO to discuss the problems and possible solutions including on call, incentive pay, a plan for meeting ratios in the department. At that time, we discussed that the minimum number of admitted patients we were holding was about 12-15 patients on Sundays. Since then, Pat has said that holding 53 admissions was a onetime incident in a meeting with the union. It is now normal for the unit to hold 40+ admitted patients in the ED through the week. After months of meeting with management last year to address chronic issues, two weeks ago the ED charge nurses at Parnassus campus presented to their leadership team a petition. The petition outlined demands for improvements to safety, ratios, surge plans, etc. among other items to be able to run the department safely and effectively. Charge nurses have formally requested to step down from their roles if items are not addressed in a timely manner. As nurses continue to create more pressure around the lack of accountability amongst management, nurses will continue to file ADOs and CalOsha complaints.



California Nurses Association



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# UC NURSE ALERT

UC DAVIS



## Radiology Nurses Battle On with Solidarity and Strength

Radiology nurses are learning their rights and speaking up on critical patient safety issues in their department. In fact, they are gaining momentum in their fight to address chronic problems caused by management's shortsighted attempts to patch together a staffing model without hiring additional nurses. Top among the list of issues with mismanagement on the unit are overuse of call, changing established vacation scheduling practices, denying educational leave and attempting to change job descriptions without prior notice.

This has pushed nurses to organize and take action to effectuate permanent, positive changes on the unit. In addition to a concerted ADO campaign, nurses have filed two grievances to address rampant contract violations in the department. CNA is conducting monthly unit meetings with radiology RNs to ensure they are supported as they continue to escalate their safe staffing actions. Together, IR nurses have become a stronger and more unified as they band together to fight back against unsafe staffing. In fact, they now have two nurse representatives helping to build power and address on-going issues and concerns. Please contact CNA labor rep [George Brown](#) for more information on how you can help UC Davis Radiology nurses fight back against unsafe staffing!

## CNA Nurses Advocating for Safe Meal and Break System



Update: CNA and Employee & Labor Relations (ELR) had their monthly meeting on 2/22/2023. UC Davis Chief Nurse Rep Melissa Beebe sent a strong message to management on behalf of all CNA Nurses at UC Davis. "We want to work together to make sure our nurses, in their professional judgment can determine when it is safe to go on break and leave their patients, as in many units we do not have a safe break system in place."

In areas like the Emergency Department, the University has implemented a system of meal and breaks that is not safe for patient care. In areas like East 5, management is pulling nurses from patient care and dividing the patients among the nurses to provide breaks, which puts patients at risk and leaves the nurses on the floor with higher acuity assignments. To date, UCD has elected to enforce the law in ways that are unnecessarily restrictive and punitive to UC Davis nurses, and we are ready to fight back! CNA Nurses will not abide unsafe meal break practice anymore—in the next few weeks CNA will be having a series of meetings and actions to convince UC Davis Health that they must follow the law in a way that is fair, safe and logical. If you have an unsafe break assignment, please make sure to fill out an ADO.

Remember as of January 1, 2023, if UCD does not provide with meal or rest period in accordance with SB 1334, they required to pay a penalty of one additional hour of pay at the employee's regular rate of pay for each workday the meal or rest period is not provided. The maximum penalty pay an employee might be entitled to is two hours of pay per shift. If you would like to get involved in our 'Safe Meal Break at UC Davis' campaign, contact your Nurse Rep or Labor Representative.

If you want to learn more about the meal and break law, [register for upcoming SB 1334 CE class](#). CNA will not stop until every unit has a safe break system for our Nurses and our patients!



California  
Nurses  
Association



National  
Nurses  
United

## UC DIVISION LABOR REP CONTACT INFORMATION

### UCSD:

**Terry Bunting**

tbunting@calnurses.org | (619) 516-4917 ex. 3601

**Jeff Welsh**

jwelsh@calnurses.org | (702) 334-2997

### UCI:

**Angela Kent**

akent@calnurses.org | (818) 862-0396

### UCLA:

**Kadie Manion**

kmanion@calnurses.org | (747) 240-8540

**Daniel Paredes**

dparedes@calnurses.org | (747) 270-8542

**Dale Kretz**

dkretz@calnurses.org | (747) 270-9320

### UCSF:

**Vero Stead-Mendez**

vstead-mendez@calnurses.org | (510) 457-5396

**Julie Tran**

jtra@calnurses.org | (510) 715-6924

**Jacob McDaniel**

jmcdaniel@calnurses.org | (510) 612-8301

### UCD:

**George Brown**

gbrown@calnurses.org | (916) 813-2619

**Lili Marquez Wing**

lmarquezwing@calnurses.org | (510) 220-5683



## 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.

