



CNA Nurse Leaders March for Justice with United Farm Workers



The United Farm Workers (UFW) held a March for Justice on Sunday, March 26 in Pacoima. CNA nurses rallied with farmworkers and community members at the at the Pacoima Charter Elementary School and marched to the Ritchie Valens Recreation Center.

Farmworkers are not covered by the union protections that other workers have under the National Labor Relations Act (NLRA), and that UC nurses have under the Higher Education Employer-Employee Relations Act (HEERA). California’s agricultural workers did not win the right to unionize until 1975, when Governor Jerry Brown signed the Agricultural Labor Relations Act (ALRA), after years of United Farm Workers activism. In 2022, CNA nurses marched with UFW to pressure Governor Gavin Newsom to sign Assembly Bill 2183, which he did in September 202, made it easier for California’s farmworkers to vote for unionization.

UC Nurses Meet With Management On Health & Safety

On March 24th, the new system-wide UC-CNA Health & Safety Committee met for the first time to discuss a variety of issues prioritized by nurse representatives from the medical and student centers. Nurses made several proposals to institute common best practices among the UC facilities. Nurses provided management with numerous examples and first hand accounts of why these common practices would ensure stronger health and safety standards across the division and would lead to a safer more efficient workplaces. Some of the proposals addressed included:

- ⇒ **Infectious Disease (Improved visitor guidelines & enforcement; maintaining pre-procedure COVID testing; and some form of EPSL, as needed)**
- ⇒ **Safe Patient Handling (24/7 patient transport/lift & turn teams)**
- ⇒ **Workplace Violence (metal detectors/weapons screening; mandatory CPI and active shooter training; badge clickers and computer keystroke summons for security; improved hospital staff alert systems; psych response teams; student health and clinic safety program)**
- ⇒ **Environmental hazards (Improved ventilation; negative pressure rooms; surgical smoke abatement; removing hallway and “shadow” beds)**

The Committee is scheduled to meet again in June to hear back from management about ways to move forward. If you are interested in H&S issues, please contact a CNA nurse representative or Labor Representatives.

UC NURSE ALERT

UC SAN DIEGO



Emergency Department Overcrowding at UCSD La Jolla Nurses Speak Out, Decry Unsafe Conditions



On March 16, 2023, Nurses of the La Jolla ED spoke to the press about terrible overcrowding, with admitted patients waiting for days on gurneys and reclining chairs in hallways before being moved to an actual inpatient room. Several nurses called on management to improve patient flow, provide sufficient staffing of all kinds, as well as proper equipment and space to ensure good patient care, avoid HIPAA violations, and reduce workplace violence from frustrated patients and visitors. Following media coverage, management temporarily reassigned a Director to focus on patient flow and space, including transferring low acuity patients, speeding discharges, prioritizing certain procedures, etc. Consequently, the number of “EDIP” patients waiting for rooms has decreased by two-thirds.

San Diego CNA Nurse Leadership Conference

On March 15, 2023, CNA Nurse leaders from San Diego-area hospitals gathered for a leadership conference to learn strategies for building strong and effective unions at our hospitals, and heard stories of successful fight-back campaigns. For many of our nurse leaders, this was the first chance to join together with colleagues from other facilities to share and learn from each other's struggles and victories since the beginning of the COVID-19 pandemic.



NICU/L&D/ Post-Partum Collective Push Leads to Improvements

With L&D, Post-Partum, and NICU experiencing high nurse turnover and high levels of Travelers to meet demand, the Union pressed management to allow nurses more opportunity to move around within the division, rather than have to leave to find the position they want. Management agreed to survey nurses about their preferences for FTE%, shift, and unit. Starting with L&D and Post-Partum, management recently announced a large number of internal changes by seniority based on the survey responses. The focus will move to NICU next.



UC NURSE ALERT

UC IRVINE



CNA Fights and Wins For UC Irvine Per Diems

I'm a nurse who recently transitioned from career to per diem status at UCI. My suspicion is many per diem nurses do not think they need to be involved with the union because they are not there enough or have full time jobs at other facilities. But, they are wrong! I know firsthand the power of the union as a per diem nurse. I was recently wrongfully accused of physical aggression against a patient. This false accusation was very stressful and emotionally challenging for me as a nurse. Per UCI policy, any employee that is involved in a workplace violence event is required to be placed on leave while an investigation is conducted. I ended up being out of work for more than a month with no communication from my management or UCI human resources. I was home and worried about my job and my career as a nurse. While I know that I did nothing wrong, it was a very stressful experience. Luckily, my union was constantly communicating with me, fighting for me and giving me updates on my case as it was progressing. Not only did they advocate for me to expedite my case to return to work, but they also attended my investigatory meetings with me and ensured the process ran smoothly. It is because of my union reps that my side of the story was heard and that I was able to return to work cleared of all wrongdoing. All per diem nurses should be members of CNA and get involved in our union!

~Brandon Di Miceli, RN, Emergency Department



Public Employee Relations Board Issues Complaint Against UCI Management

Senate Bill (SB) 1334, was signed into law by Governor Newsom on September 29, 2022, and went into effect on January 1, 2023. SB 1334 requires public sector employers (including UC) to pay penalty pay when health care workers do not take their meals and/or breaks. Starting in October 2022, CNA representatives began requesting meetings and information from UCI management about how their plans for implementing the new legislation. In December 2022, UCI management implemented new guidelines for meal and rest period policies without first meeting and conferring with the union. CNA filed unfair labor practices charges with the Public Employees Relations Board (PERB) outlining this violation among others.

On March 20, 2023, PERB issued a complaint against UCI management, finding that this conduct interfered with the rights of the nurses. Additionally, PERB found that UCI management, in violation of established labor law, communicated directly with the nurses regarding the implementation of SB 1334 when advising them to submit their waiver forms before January 1, 2023.

In doing so, PERB found that UCI management attempted to bypass, undermine and derogate the authority of the union and that this conduct interfered with the rights of bargaining unit employees to be represented by the union. Beginning in October 2022, the union had requested that UCI management provide critical information relating to the planned implementation of SB 1334. The information was not provided to the union. PERB found that the requested information was relevant and necessary for the union to represent the nurses. PERB found that UC management "failed to provide complete responses to the outstanding categories of information" and "unreasonably delayed in providing responsive information to the request" and that found that UCI management "failed and refused to meet and confer in good faith" with the union. Nurse leaders continue to monitor the impacts SB 1334 has on their units and know that with this win we can and will hold management accountable to our contract and the law.

UC NURSE ALERT

UC LOS ANGELES



UCLA Nurses Rally Against Unsafe Shadow Beds



On March 1, 2023, UCLA nurses gathered to rally in support of ending the unsafe practices around shadow beds on the floors and hallway beds in the emergency rooms of Westwood and Santa Monica and delivered a petition to Karen Grimley with over 1,200 signatures from nurses and others across UCLA Health.

Management expanded the use of shadow beds and hallway beds during the COVID-19 pandemic, operating under a blanket space reconfiguration waiver (AFL 20-26) from the California Department of Public Health (CDPH), which expired on February 28, 2023. UCLA submitted flexibility requests to CDPH around these extra hospital beds past the expiration and received approval from March 9, 2023 to May 28, 2023.

Nurses In Two Units Hold Meeting with Senior Management

On November 15, 2022, the University met separately with nurses on AMN and 4NW to discuss plans to swap units. Although the plans clearly involved substantial changes to work locations and conditions, the University refused to meet with CNA. The swap occurred abruptly within two weeks, giving nurses and staff little opportunity to understand the reasoning behind the change, much less anticipate and prepare for matters of patient care directly affected by the swap. Nurses felt justifiably frustrated and demoralized.

Led by Nurse Representatives Melissa Raible and Jennifer Wang, nurses on the two units mobilized collectively to draft and circulate a petition. This petition outlined many of the adverse consequences resulting from the swap and directly attributable to the lack of Union notice and conference. With continued pressure, the University finally agreed to meet with nurses from the two units, though not until March 17, more than four months after the initial announcement. During the meeting, nurses expressed their dissatisfaction with the implementation of the proposed swap as well as their ongoing concerns regarding patient safety and privacy on the two units. After a productive meeting, the University agreed to consider many of the nurses' demands to remedy the overstaffing and floating on AMN and the understaffing on 4NW. Nurses on each unit will continue to hold management accountable.

UCLA has indicated that it will continue to request flexibility from CDPH after their current approval ends, but under the new approvals, certain conditions must be met, including protecting privacy for patients and providing proper equipment. Nurses have stayed strong through this long and arduous fight. They have demanded safer practices in UCLA's use of shadow beds and hallway beds, and that UCLA put patients and their privacy over profits.

To continue in this fight, nurses should work with the Union to monitor compliance with existing conditions from CDPH, the Union will escalate any issues that continue under the new space waivers with UCLA and CDPH. Please contact your nurse representative or CNA labor representative for more details on how to report CDPH violations.



California Nurses Association



National Nurses United

UC NURSE ALERT

UC SAN FRANCISCO



UCSF Nurses Rally for Improvements to Behavioral Health Emergency Standards



Last month, UCSF nurses joined nurses at St. Mary's Medical Center for a press conference to speak on the importance of AB 1001, which would amend the Health and Safety code to include requirements that hospitals create policies to respond to patients with behavioral health emergencies. UCSF Mission Bay chief nurse rep Rosa Villarroel read a statement on behalf of nurse representative Rachel Cohen-Cepeda who has been a behavioral health nurse at Langley Porter Psychiatric Hospital on the UCSF Parnassus campus for 25 years.

Rachel's statement spoke to the importance for behavioral health patients to receive adequate and specialized care by skilled nurses regardless of where and how they enter our hospitals. When passed, this bill will give nurses the regulatory tools and resources needed to provide the level of care to some of the most vulnerable in our community. Please keep an eye out for more opportunities to support the bills CNA is supporting to improve our working conditions in California during this legislative session!



CNA Nurses Fight to Correct Shift Differentials

We have had a number of recent issues regarding shift differential mistakes from management and payroll. Radiology nurses noticed they were not receiving evening shift differential pay when calling in sick for an evening shift. Nurses reached out to their local CNA nurse representative, asking if they are supposed to receive shift differentials for a sick days. The answer was yes, and we helped the nurses write a statement to the unit supervisor to correct the pay for the missing 10% evening shift differential for the shift. Management corrected the mistake and fixed the issue moving forward.

Exceptional work by UCSF Radiology nurses, working to enforce the contract and winning back pay for the error. Make sure to closely check your paystubs for any missing differentials, overtime, on-call pay or other premiums. We understand that the paystubs may be confusing so don't hesitate to reach out to your local nurse representative or CNA labor representative with questions!



California Nurses Association



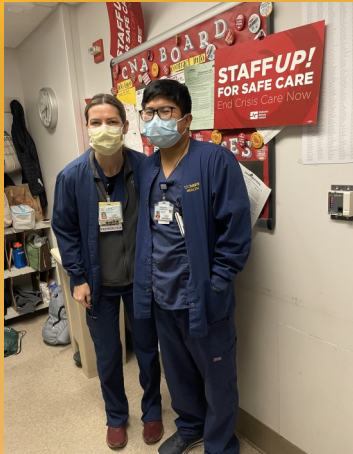
National Nurses United

UC NURSE ALERT

UC DAVIS



CNA Nurses Win Reduction on FTE for Career Advancement



CNA nurses know the importance of education for their career development. Our collective bargaining agreement under education/professional development states that “the University shall at the Nurse’s request, make a reasonable effort to temporarily reduce the Nurse’s appointment and the Nurse’s work schedule to accommodate [the school]” program. When CNA nurse leaders on Davis 6 learned that their colleague Kristoffer Soguilon was being denied his reduction in FTE to finish his last semester for his Nurse Practitioner degree, they kicked into action and filed a grievance on his behalf. As a result of CNA’s advocacy, Kristopher’s FTE was ultimately reduced from 90% to 75%, allowing him to move forward and finish his advanced practice degree. “I am extremely grateful for the incredible support that the union has provided in assisting me to temporarily reduce my appointment from 90% to 75%. As a graduating FNP-DNP student, I can now focus more time in finishing my DNP project and attending my clinical rotations without compromising my ability to provide excellent nursing care

during scheduled work days for my patients in Davis 6,” said Nurse Soguilon upon learning of the victory.

“Education & professional development was highlighted at the bargaining table so nurses are so happy to enforce contract language and help nurses progress in their education. Management will always use short staffing to deny leaves. This is a great example of how important it is to keep management accountable to our existing contract language.”

~Melissa Beebe Chief Nurse Representative

CNA Wins Parking for Mid-Shift Nurses

After months of anticipation, mid-shift parking will be available starting in April. , CNA Nurse leadership has fought for reasonable parking accommodations for nurses who report for work during non-traditional start times—Parking Management and Employee and Labor Relations notified CNA that there will be 150 additional parking spots for employees that work in the mid-hours of the day. “T” Mid Shift parking permits will be available in April. CNA knows that the fight for parking continues. Coming up in the next few weeks our union coalition is preparing a Townhall with parking management to address all the questions and concerns of our nurses and employees. We will not let UC off the hook, we will continue to hold UC accountable to improve parking all nurses. More details to come!



California Nurses Association



National Nurses United

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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.

