



UC NURSES MARCH ON CDPH HEADQUARTERS TO DEMAND THEY DO THEIR JOB & PROTECT PATIENTS



Dozens of UC registered nurses from across the state marched on the California Department of Public Health headquarters in Sacramento on March 19 to spotlight escalating concerns over patient safety inside our hospitals and clinics. Over the past year, UC nurses have filed hundreds of complaints with CDPH in order to protect patients from overcrowded Emergency Departments, hallway beds, dangerous staffing practices, and other substandard conditions that hamper safe, quality patient care.

"As nurses, we witness firsthand the consequences of delayed action by the California Department of Public Health in addressing patient safety concerns. It's time for CDPH to step up, prioritize timely processing of complaints, and enforce regulatory measures without delay. Our patients' well-being depends on it."

~Nikki Cuadra, Pediatric RN UCLA Medical Center

In Sacramento, CNA nurses marched to CDPH's main offices to demand with one clear voice that CDPH officials do their jobs by properly investigating any and all complaints,

Nurses have already seen improvements in staffing and a decrease in the use of these beds at both UCI and UCLA but will not stop until all of these all units are in full compliance with the CDPH regulations. Nurses need to remain diligent in reporting their issues with CDPH. You can do so, by scanning this QR code.

For more information contact your nurse or labor representatives or email UCDivision@calnurses.org





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UC Nurses Continue Collect Victories Amid CDOH Campaign

UCSD Last month as part of our on going escalation fight against UC and CDPH, a med-surg nurse at East Campus filed a formal complaint with CDPH regarding the absence of hot water for patient showers. This issue strikes at the heart of our commitment to serving underrepresented communities within the county, particularly impacting unhoused patients whose access to hot water significantly influences their care experience. Regrettably, the failure of the hospital to provide this basic necessity represents a significant oversight by UCSD management. Following thorough investigation, on February 28th, CDPH validated the complaint filed by the East Campus RN, issuing a formal notice, a "love letter," to UCSD. While UCSD has not restored hot water in this critical care unit, nurses at UCSD are following up with CDPH to demand UCSD swiftly restore hot water.

UCD In May 2023, nurses in the [UC Davis Children's Hospital](#) began a campaign designed to draw attention to urgent staffing and patient care deficits in the PICU and Pediatric departments. In addition to filing regular Assignment Despite Objection (ADO) forms every time nurses were short staffed or working under unsafe conditions, they began reaching out to alert CDPH. Dozens of complaints have since been filed with the State by nurses who know that all too often, it takes outside pressure in order to move UC to staff our hospitals safely. Since then, CDPH has visited UC Davis's Children's Hospital on two separate occasions and staffing has improved significantly in each of the affected units. While there is still work to be done, UC Davis nurses know that alerting CDPH about unsafe conditions in our medical center and clinics helps us hold UC accountable and keeps our patients safe.

UCI For the last several months nurses at UCI have been filing complaints with CDPH as a result of the installation of unsafe hallway beds throughout the UCI hospital. The placement of hallway beds must strictly adhere to the CDPH space waiver standards. Unfortunately, UCI's hallway beds did not comply with these state standards. Consequently, the CDPH issued an order for UCI to remove all hallway beds that failed to meet the safe space waiver standards. While this is a strong win, nurses at UCI will continue to monitor these beds to ensure they are not reintroduced on the floors.

UCSF Nurses are proud to report a victory following our CDPH action in Sacramento on March 20th. After a few months of hearing nothing from CDPH, On Thursday, March 21st, an investigator followed up with the nurse representative on the Surgical Oncology unit, about a complaint she filed documenting unsafe ratios and charge being in assignment. The investigator said she is trying to open an investigation at UCSF because they have 50 hospital acquired hospital injuries.

The investigator then came to the unit on Saturday, March 23rd without notifying management. The nurse leader was working and was able to discuss the issues further. The investigator said that what's happening on the unit could result in a fine. Nurses on this unit are thrilled that their advocacy is working and look forward to working with CDPH to ensure the safety of their patients.

UCLA Following the action on March 19th at the CDPH headquarters in Sacramento, the UCLA 5W PEDS nurses have reported a major victory. The [shadow bed rooms](#) are now single bed rooms and the shadow beds are blocked. Nurses were told that moving forward they will only use the shadow beds if all of the pediatric beds at UCLA (including Santa Monica, and 3F PEDS), are full and there is true surge in admissions. The University has essentially "decommissioned" the shadow beds in 5W PEDS, the same way they did with the adult units months ago.



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UC Nurses Hold Meetings with the Office of the President to Address Health & Safety, DEI Issues

DEI CNA nurse leaders met with top UC management for the third time in 18 months to discuss issues with diversity, equity, and inclusion at our medical and student health centers. Nurses gave passionate and impactful reports that touched on the many DEI issues and concerns that staff and patients experience daily.

The list of concerns reported by UC nurses ranged from BIPOC patients not being placed on Tele monitors, to UC refusing to provide ensure proper pain management for patients of color, to patients not receiving care by staff that reflect the diversity of the communities were services are being receive, and to a general lack of recruitment and retention of BIPOC nurses and other workers.

Looking ahead, CNA nurses and UC management agreed to establish five broad categories under which to assign identified issues. They are:

- ⇒ **Pain management**
- ⇒ **Language and interpretation access/ systems**
- ⇒ **Improvement of reporting systems for DEI concerns**
- ⇒ **Recruitment and retention of nurses of color**
- ⇒ **Student Health**

CNA nurse leadership welcomes the opportunity to identify and fight for solutions to significant problems facing nurses and patients of color and ensuing that our UC hospitals, clinics and student health centers live up to the values and principles of diversity, equity, and inclusion projected onto our communities by management.



Health & Safety On March 20th UC nurses met with management at UCSF Parnassus for our semi-annual Health and Safety committee meeting. After meeting in November and discussing a wide range of issues on infectious disease control and workplace violence, we chose to focus primarily on our workplace violence demands at this meeting. Nurses spoke about the need for rapid response teams (BERT), badge clicker alert buttons, improved security coverage at all entrances, and the need for in-person, hands on CPI and active shooter drill training.

While UC management did not provide substantial updates on our demands, we have seen improvement in some of our facilities since our last meeting. At UCSD for example, management committed to hiring and WPV prevention coordinator with the intent of creating a BERT (response) team. At UCLA, panic buttons were installed on many units since our last meeting. These are great victories that come after months of fighting for WPV improvements. Over the next few months, nurses are planning to fight for our demands at local facility level through the PPC and collective action.

CNA Files Official Charges Against the University of California (UC) as Nurses Say UC Must Recognize CNA Statewide Agreement at the Newly Purchased Facilities

For more information, please contact us at:
UCDivision@calnurses.org

In light of University of California Health's (UC) recent acquisitions of medical facilities across the state, 19,000 UC registered nurses and all RNs represented by California Nurses Association (CNA) remain committed to holding UC accountable to the needs of our patients, our communities, and the nurses who provide care across the University system. That is why CNA has filed official charges against UC regarding the University's refusal to recognize our union at recently acquired facilities.

Under state law, CNA is recognized as the collective bargaining representative for all UC registered nurses and nurse practitioners. Nurses working at the purchased hospitals must become members of the statewide CNA bargaining unit and be covered equally by our union contract, just as the nurses at Alvarado Hospital Medical Center in San Diego recently did when UC San Diego Medical Center bought their facility. CNA is ready to ensure a smooth and informed transition for nurses.

Unfortunately, UC is failing to follow state law by refusing to recognize CNA as the bargaining representative of the nurses at these newly acquired facilities. In response, on Feb. 14, CNA filed charges against UC with the California Public Employment Relations Board (PERB), which is the government entity responsible for enforcing California labor law at public-sector employers.

CNA members across the state are prepared to fiercely advocate and fight for nurses' union rights and inclusion in the UC master contract.

With some of our facilities unionized for more than 40 years, nurses from UC Davis, UC San Francisco, UC Los Angeles, UC Irvine, UC San Diego, and clinics and student health centers across the system have organized and won some of the highest standards for both nurses and for patient care in the country. CNA's UC master contract includes decades' worth of significant workplace protections improvements, as well as improvements to wages and benefits. Moreover, this master contract ensures that UC prioritizes safe patient care, nursing practice, and caring for our communities.



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Infusion Nurses Fight Back Against Expansion and Floating



Management at Moores Cancer Center and Hillcrest Infusion Clinics announced that nurses would be floating from La Jolla to Hillcrest on a rotational basis to expand hours of operations at Hillcrest Infusion. This expansion is in line with the current construction of an outpatient infusion center at Hillcrest that would increase the number of infusion chairs from 21 to 47. Nurse Representatives Jennifer Bordean and Becca Jones quickly escalated in response to

management's plan and stood in solidarity with Hillcrest nurses as well as ending the practice of cross campus floating. The RNs did a weeklong sticker up, wore red scrubs during the monthly staff meeting, and spoke to management directly about the concerns of mandating floating. Management backed down quickly and changed the announcement from rotational floating to voluntary floating.



East Campus Updates



Since the announcement of the UCSD acquisition of Alvarado Hospital, nurses were optimistic about the perceived improvements to patient care under the new flag of UC. Unfortunately, UCSD has not made any improvements and, on the contrary, there are serious patient safety concerns impacting nurses. Nurses have taken bold action in addressing the unsafe staffing through speaking out at a recent Professional Practice Committee, sticker ups, filling ADOs, addressing concerns with CDPH and marching on the boss at the office of Margarita Baggett. Management continues to reassure nurses that the education, equipment, and required staffing are on their way. Nurse Representatives and their colleagues will continuously pressure management until adequate changes are made.



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CNA Nurse Leaders Hold Successful Garden Grove Regional Workshop



On March 14, UCI nurse leaders attended the second annual CNA regional workshop in Garden Grove. The workshop was attended by CNA represented nurses from across Orange

County and Long Beach. The discussion centered on ways we can work together and support each other through our common fights and wins. There was a panel discussion where nurses were able to showcase their advocacy and wins in their facilities. This nurse led panel left a profound impact on the nurse leaders and nurses were truly inspired each other's bravery and commitment to their patients and community. It was an eye-opening experience and a reminder of the remarkable progress we have achieved at UCI. Nurses gained a deep appreciation for the sacrifices made by nurses at other hospitals and all in the name of improving our working conditions, standards, and benefits for healthcare professionals. The time spent together helped us recognize the immense value of using our voices to advocate for patients and the nursing profession. It's a realization that underscores how we can be a catalyst for meaningful change. As we see UC expanding and acquiring more hospitals in Orange County and beyond, it is critical that we stand in solidarity with each other and against corporate greed. I eagerly look forward to finding ways in which I can continue to contribute to our shared goals in the future and recruit more leaders to help with this mission.

The UCI Staffing Crisis and Extra Shift Bonus

UCI Health continues to experience high increases in patient census resulting in an increased demand for staffing. For years, the CNA nurse leadership team has been sounding the alarms and demanding that UCI management be more assertive and staff up to address the unprecedented high increase in patient census. Instead of staffing up, UCI management once again has agreed to extend the "Extra Shift Bonus" that applies to any per diem RN or career status CN II, CN III, CN IV, or CRNA in the following Units at UCI Health: Anesthesiology, Intensive Care, Stepdown, Med/Surg, Telemetry, Ortho, Oncology, Psychiatry, OB, NICU, ARU, L&D, OR/Periop, ED, Lift Team, SPPO, IR, and GI.

The "Extra Shift Bonus" expires on April 30, 2024. And while we recognize that providing the "Extra Shift Bonus" to staff up is a good start, this temporary bandage solution does not address the long-term staffing crisis that we've faced at UCI for years. At UCI, the Union Nurse leadership team will continue to demand that UCI management hire more nurses to ensure the current nurse staffing team does not have to carry the burden of picking up additional shifts to be properly and safely staffed at UCI.

To learn more on how you can get involved in the safe staffing campaign, please contact your local nurse representative or CNA labor representative.

To anyone who may be hesitant about joining the union, I strongly encourage you to take the leap and join today! The benefits far outweigh any reservations you may have, and the potential gains for both your professional life and the greater healthcare community are immeasurable.

~Marlene Tucay, UCI Chief Nurse Representative



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5W PEDS CDPH Victory



Nurses in the 5 West Pediatric Unit have filed numerous complaints to the California Department of Public Health (CDPH) regarding the unsafe patient care conditions created by the shadow beds. On Thursday, February 8, 2024, CDPH visited the floor and were escorted by management to look at rooms that had the fewest issues. Fortunately, CNA Nurse Representative Nikki Cuadra was working that day, so she calmly and professionally introduced herself to CDPH and informed them that she is one of the nurses who made the complaint. She requested that they look at the specific room that illustrates the issues nurses are concerned about. After seeing the room, the CDPH officer set up a private meeting with the nurses assigned to those patients and those nurses shared their honest feedback about the safety violations.

Preceptor Pay Differential is Here

The new RN Preceptor Program was finally implemented on March 17, 2024. It resulted from years of struggle, beginning with the staffing wins to overcome the hiring freeze during the height of the Covid-19 pandemic. The 7ICU ECMO unit at RRMC experienced the largest influx of new hires due to the high turnover rates they experienced during the height of the pandemic. These new nurses required preceptors, and those preceptors started to notice the numerous issues with the preceptor bonus program. 7ICU nurses started a petition and it quickly turned into a UCLA-wide campaign for a preceptor differential. In December 2022, dozens of CNA nurses delivered the petition to UCLA management with nearly 2,000 signatures.

CNE Karen Grimley agreed to our demands and worked on getting approval from UC Office of the President to create an official UCPATH pay code for the differential, which is now available in all UC facilities across the state! For questions or further information, please contact your nurse or labor representative.

Thanks to the nurse representative's courage to speak directly to CDPH and to the nurses' honesty and patient advocacy, the unit was immediately required to make changes to the shadow bed rooms and address the patient safety hazards. Now, patients requiring certain equipment like high-flow oxygen cannot be placed in a shadow bed rooms. This win would not have been possible without the commitment and perseverance of the nurses in the unit who filed multiple complaints and the courage of the nurse representative who bravely spoke up to CDPH to ensure there was a thorough investigation! This is just the first win in the ongoing fight against unsafe shadow beds in 5W.

NURSES HAVE THE RIGHT AND THE DUTY TO ADVOCATE FOR PATIENT SAFETY!

Healthcare workers are protected from all forms of retaliation and discrimination for reporting unsafe patient care conditions to government agencies like CDPH, or for participating in an investigation conducted by those agencies (CA Health & Safety Code Section 1278.5)



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UCSF Nurses Rally at Board of Supervisors Hearing

On March 18, CNA nurses from San Francisco-area hospitals gathered on the front steps of City Hall bright and early to rally for a transparent, equitable and community-based acquisition of St. Mary's and St. Francis hospitals by UCSF. It was truly a powerful message to have so much nurse representation from each of the different hospitals—all of whom are united in their vision for a thriving healthcare infrastructure in SF, and in their desire to see UCSF be held accountable to the community. Nurses shared testimonies about how UCSF has fallen short in addressing our concerns around maintenance of service lines and staffing levels.



After the rally, nurses filed into the BOS Chambers where we heard presentations from UCSF, followed by CDPH who has approved the acquisition, and the SF Department of Health. SF Supervisor Safai secured verbal commitments from UCSF to maintain service lines, though they didn't go into details on the length of commitment or what it would take to execute this plan. CNA nurses then gave public comment, providing powerful testimonies busting the various myths that UCSF has been deploying in an attempt to persuade the public. As patient care advocates, it is our duty to fight for access to care for all and to ensure that UC protects, improves, and expands services in San Francisco. UCSF's refusal to be transparent about plans to take over two of the oldest hospitals in our community that care for many of our most vulnerable patients has left nurses with serious questions, and we demand answers!

A5/6 Surgical Oncology Nurses Advocate for Safer Staffing



On February 27th, over 30 A5/6 nurses joined our monthly Professional Practice Committee to present unsafe staffing concerns to Management. Nurses used the data compiled from hundreds of ADOs to demonstrate their need for safer staffing. After taking action over the last several months, and collectively showing up to present the issues, management committed to hire an additional 10 RNs on the unit and 4 more PCAs as well as a commitment to post more positions. We are thrilled to see management hiring more staff, but to safely staff the unit, we will need a plan for recruitment and retention.

Following the PPC, Nurse Representative Mari Roberts and PPC Co-Chairs Maggie Ming, Matthew Jones, and Shelley Pepper submitted detailed recommendations to management and expect to hear back this month. Once we receive answers to the recommendations, nurses will meet with management to further discuss the staffing needs.

The nurses are continuing to advocate for safe staffing by filing complaints with the California Department of Public Health (CDPH). After rallying at the CDPH headquarters, on Saturday, March 23rd, an investigator visited the unit and documented unsafe conditions. Nurses are continuing to file complaints to ensure UCSF is held to state patient care safety standards.



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Davis 6 Nurses to Rally on April 6th For Safe Staffing



Davis 6 Cardiology Nurses have been increasing our efforts and raising our voices in demands for safe staffing and stronger patient care standards. Central to our fight is a pilot program implemented by management in late February which has resulted in a reduction of nursing staff during night shifts, from a minimum of 13 nurses to just 12, including the charge nurse and break relief. This unilateral decision by management to cut our staff has resulted in moral distress among the nurses, who know that their ability to provide quality care is compromised by management's poor decision.

Furthermore, communication breakdowns between management and nurses have exacerbated the situation. Beyond staffing concerns, there is a culture of fear and retaliation perpetuated by management. When we advocate for our patients by filling out Assignment Despite Objection (ADO) forms, management engages in captive audience meetings grilling nurses about why we have filled out ADO's. Such actions create a hostile work environment and undermine our ability to prioritize patient safety.

In response to these challenges, we demand immediate action from management. Starting with better communication regarding changes that affect our working conditions, advocating for staffing levels that reflect the acuity of our patients, and an end to retaliatory behavior towards nurses advocating for safe patient care.

Join us at our upcoming rally on April 9th as we join together to demand safe staffing on Davis 6—reach out to your nurse representative or CNA labor representative for more information.



UCD Ambulatory Nurses Fight Back Against Retaliation

On March 22, nurses who were taking part in a new grad ambulatory residence program contacted CNA about a meeting they had with their director where they were shocked to learn they were being dismissed. After an initial conversation, it became clear that management's determination to terminate employment prior to the completion of their probationary period not because of work performance, but rather as retaliation for concerns raised by the group about safe patient care.

The Department's director had actively encouraged feedback and concerns from those taking part in the program. The nurses followed up on the director's request and shared observations regarding their rotations in several clinics and asking to receive training from RNs equal to the amount of training received by LVNs and MAs in the program. The new grad nurses were informed that their feedback was unwarranted and unwelcome. A subsequent meeting was scheduled and three of the four nurses were terminated with little room for recourse due to their probationary status. CNA nurse leaders have demanded an investigation into management's retaliatory behavior and have committed to supporting these nurses in all ways possible as they continue their search for safe, meaningful positions as UC Davis nurses!



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UC DIVISION LABOR REP CONTACT INFORMATION

UCSD:

Terry Bunting

tbunting@calnurses.org | (858) 583-8226

Carla Tapia

ctapia@calnurses.org | (747) 272-5897

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

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

Jacob McDaniel

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

Anna Brown

abrown@calnurses.org | (813) 760-3787

UCD:

George Brown

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

Lili Marquez Wing

lmarquewizwing@calnurses.org |

(510) 220-5683

