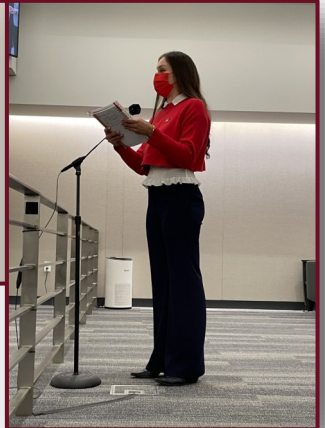




University of California RNs • NPs • CRNAs • Student Health Centers



NURSES SAY NO TO HOME ALL ALONE



On May 2, UC nurses from each of the five medical centers traveled to a California State Assembly Committee on

Health hearing in Sacramento to speak out against the hospital industry’s latest attempt to push legislation with respect to Home All Alone programs. Hospital at Home proponents expressed support for a model that pushes med/ surg patients or ED patients to return home to care for themselves through a subcontractor service model, rather than receive inpatient care. This practice is dangerous, potentially leaving high-acuity patients stranded home, all alone!

displacing high-acuity patients to their homes—ultimately threatening the lives of patients. We will continue to unite and fight for improved staffing standards and for patients to receive care in the safest environment—inside the hospital!

Health hearing in Sacramento to speak out against the hospital industry’s latest attempt to push legislation with respect to Home All Alone programs. Hospital at Home proponents expressed support for a model that pushes med/ surg patients or ED patients to return home to care for themselves through a subcontractor service model, rather than receive inpatient care. This practice is dangerous, potentially leaving high-acuity patients stranded home, all alone!

During the hearing, CNA nurses educated Members of the Assembly Health Committee on the innumerable reasons why bedside RNs are unified in opposition to Hospital at Home programs. We are short staffed every day and instead of investing in safer staffing inside the hospitals, the hospital industry is attempting to erode patient care by



OVERCROWDED & UNDERSTAFFED?

As the University of California continues to put profits over patients, we see our patient load and acuity levels increasing and more being required of existing staff. It is up to us to protect our patients and our profession. Because our hospitals have become overcrowded while our units remain understaffed, CNA has

developed this brief survey to track specific incidents of violations that fall under the jurisdiction of the California Department of Public Health (CDPH). [Take this brief survey](https://go.nnu.org/survey/cdph-violations/) to help CNA identify and fight back against staffing, patient privacy and ratio violations you’ve experienced at work.

To take the survey, click the link below:

<https://go.nnu.org/survey/cdph-violations/>

UC NURSE ALERT

UC SAN DIEGO



Nurses Join Students, Faculty & Community to Advocate for a Fossil-Free UC



On 4/19/23, the UC Green New Deal led a huge student walkout, march and teach-in. RN Michael Kennedy from JMC-3F ICU delivered a rousing speech on the health threats of climate change and how the UC community needs to take action to address the climate crisis. Please join in to make change—Sign the petition “Khosla Must Commit” to a fossil free UCSD, see QR code to the right. For more info, visit the UCSD GND website: <https://ucsdgreennewdeal.net/>

PETITION



Fights Over Pay Issues at UCSD Advance

Numerous pay errors and disputes have emerged in the last few months at UCSDH. We have filed grievances over most of these issues and will escalate enforcement as needed, including arbitration.

SHIFT DIFFERENTIALS: The Union notified UCSDH that numerous evening and night shift RNs were arbitrarily not paid shift differentials when on sick leave, vacation, jury duty leave, mandatory trainings on days, etc. CNA filed a grievance seeking backpay, and appealed to arbitration. UCSDH acknowledged that there were inconsistencies and errors, and have been conducting an audit. The case is in abeyance until July 1st to give UCSDH time to conclude its audit.

DIFFERENTIALS IN OVERTIME: Recently day shift periop nurses reported that they were told that they could not be paid shift differentials if they worked the required minimum hours during overtime. They were also told that they could not receive combinations of shift, weekend, and Charge differentials in overtime, but would have to “choose”. CNA is awaiting a grievance response from the University.

HOLIDAY PAY: CNA filed a grievance over 90% career nurses who worked their full hours only receiving 7 hours of holiday pay rather than 8. When the union asked HR to explain their methodology, they could not. CNA is awaiting a grievance response.

EQUITY INCREASES: The additional 1% raise that UCSD nurses received under the new contract in January as an equity increase, was given to CNIIs, CNIIs, NPs, CNMs, and CRNAs. However, it was NOT given to CNIs, CNIVs, ANIs, or per diems. UC indicated for months that it was being “looked at” for resolution, only to then inform us that UC does not believe those categories were included for the additional 1%. The case is now proceeding to arbitration, including for back pay.

ADMIN LEAVE: CNA also filed a grievance when it was discovered that nurses in some units were being told to clock in under “admin leave” rather than normal work pay codes when doing things such as training, administrative work, etc. The concern is that HR initially explained that those hours did not count toward UCRP service credit, and did not count toward FML eligibility. HR subsequently informed the union that they “may” have been mistaken. CNA is awaiting clarification.

TRAVEL PAY: CNA was told by Certified Nurse Midwives that they had not been paid properly for travel time and mileage when driving between Hillcrest and La Jolla. Management subsequently agreed to correct their pay, but has yet to do so.

If you have noticed any irregularities in your pay that is not either explained or corrected adequately by UCSDH, please contact a CNA nurse representative or Labor Representative right away.

UC NURSE ALERT

UC IRVINE



CNA Nurses Will Not Tolerate Hostile Work Environments at UCI



Recently, the level at which UC Irvine nurses have been experiencing harassment, discrimination and retaliation has escalated, due in large part to a failure by management to address hostile work environment complaints. Typically, such cases are brought to demonstrate violations of Title VII or the Fair Employment and Housing Act, however there are other federal and state laws out there to protect workers from such behavior. CNA nurse representatives Lindsay Ortega and Grechen Aguro sit on the Committee for Workplace Violence/ Harassment and are available to assist any RN who is going through the process of filing a case with the OEO office.

The Fair Employment and Housing Act in California makes it illegal to harass an employee because of race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, marital status, sex, age, or sexual orientation. An employer is vicariously liable for the harassment if it is being done by a supervisor. If harassment is being perpetrated by a co-worker, the employer is liable for the conduct if the employer knows or should know about the unlawful behavior but does not take immediate appropriate action to protect the employee.

Additionally, individuals can be individually liable for their harassment under the Fair Employment and Housing Act. No nurse should have to come to work and be harassed in any matter. Nurses throughout the hospital made it known through collective action that we stand together in solidarity and Labor Relations contacted the Union after it was made clear that **if you take on one of us you take on all of us**. Nurses will continue to be the voice on this major issue and fight for a better work

LABOR & DELIVERY NURSES WIN DEDICATED BREAK RELIEF Since September, even before SB 1334 became law, labor & delivery nurses in my unit have been fighting for dedicated meal and break coverage. Our unit, similar to many units across the hospital, have lost a lot of nurses. Because of how short staffed we are on a regular basis, nurses feel the work is unsafe and did not want to put their licenses at risk, as well as suffering from the emotional distress inflicted on us over the last 3 years. This issue is especially acute while nurses are taking our much needed meals and breaks. Often times, while we are on break, other nurses would double up on a patient assignment which would take us out of ratio. We were surprised that we had to struggle so hard to get proper break coverage because we thought that every unit in the hospital has, or should have, break relief coverage built into their budgets. We would raise our staffing concerns in unit meetings, in our huddles and in meetings with labor relations. We would fill out ADO's and participate in sticker up and other actions around safe staffing. Once SB 1334 became law we began pushing even harder to guarantee that we were adequately covered during our meals and breaks and when we weren't we would make management aware.



Good news is, when we fight, we win! This month with the solidarity and fight of the nurses in the unit and the backing of the PPC, we were granted 12 breaker nurses! Six for night and six for days and all the positions are part time positions, which is something else we have been fighting for a long time! Nurses standing together makes a big difference in the outcomes of the many fights.

-Merisa Caithamer, CNA Nurse Representative

UC NURSE ALERT

UC LOS ANGELES



CNA Nurses Demand Time & Resources to Complete Education Modules Safely



Every year the University requires nurses to complete mandatory education modules. And although the University holds nurses accountable for that information, not every unit provides nurses with the time and resources needed to

complete these modules in a safe and legal manner. Many unit directors expect nurses to complete the modules during so-called “downtime.” Others expect nurses to complete them in between shifts and without pay. Neither are acceptable. When nurses have patient assignments there is no such thing as “downtime.” Nurses who attempt to complete an education module while they have a patient assignment are in violation of Title 22, which maintains that when a nurse “is engaged in activities other than direct patient care, that nurse shall not be included in the ratio.” Unit Directors must relieve nurses of all patient assignments if they expect them to complete their mandatory modules during their shift. Nurses must also be given uninterrupted time and access to computers suitable for completing the modules. Another alternative, per Article 6 of the Contract, is for Unit Directors to compensate nurses for completing these modules in between shifts.

If your unit requires nurses to do annual competencies while at work with patient assignments, please email your Unit Director to request accommodation—either relief of patient assignments or compensated completion in between shifts. Remember to document exactly how long it takes you to complete each module. However, if your Unit Director does not accommodate your request, please file an Assignment Despite Objection (ADO) Form and forward all such communications with your Unit Director to your Nurse Rep or Labor Rep.

UCLA FLOAT POOL NURSES FIGHT BACK AGAINST UNACCEPTABLE WORKING CONDITIONS

For several years, many Float Pool nurses have endured harassment, discrimination, and bullying from Float Pool management. Scheduling, for many, has been a nightmare, and nurses have increasingly faced disciplinary action for what is clearly management’s mistakes and misconduct. But nurses have had enough. More Float Pool nurses have proven willing to speak out against mistreatment, joining with others as they share experiences and gather documentation.

Nurse Representatives have spearheaded this campaign. In addition to filing grievances and discrimination claims with UCLA and the state of California, Nurse Representatives at Westwood confronted CNE Karen Grimley about the ongoing toxicity of Float Pool management, demanding that the University hold its managers accountable.

The campaign is gaining momentum. Float Pool nurses are encouraged to reach out to their representatives to learn more about their rights and how to get involved.



California Nurses Association



National Nurses United

UC NURSE ALERT

UC SAN FRANCISCO



CONGRATULATIONS, ROSA VILLARROEL!



Last week, UCSF Nursing Leadership including Art Dominguez, Vice President & Chief Nursing Officer presented CNA Chief Nurse Representative Rosa Villarroel with the 2023 Community Service Award. This award recognizes a professional nurse who gives back to the community through volunteer work. Rosa was recognized for the volunteer work in the Tenderloin district of San Francisco, which focuses on the outreach and care of the homeless, transient, and vulnerable population that surrounds the Tenderloin.

Rosa has been a part of an amazing team of volunteer UCSF nurses who work in the San Francisco Tenderloin where there is a lack of resources. Rosa and other nurse volunteers provide Covid testing, Narcan education, fentanyl testing, health education, and vaccinations. She has also partnered up with the Department of Public Health, GLIDE, and Code Tenderloin to assist in roving team outreach that has provided over 120,000 vaccinations thus far. Rosa's work in the Tenderloin district of SF has created a healthier homeless population particularly in the community where black, indigenous, and people of color are the majority.



RNs call out Sacramento to pass AB 1156 Worker's Compensation

On Wednesday, April 5th UCSF RNs joined by other Bay Area RNs in Oakland to introduce AB 1156 authored by Assemblymember Mia Bonta and CNA sponsored bill. We know frontline workers in male dominated professions – including police officers, firefighters, and emergency medical technicians (EMTs) are currently eligible for workers' compensation presumptions. Nurses, however, do not have any presumptive eligibility, even though over 90% female dominated profession experience many work hazards.

“Our frontline health care workers face a clear gender gap in presumptive access to worker's compensation, simply because they are in a female-dominated profession,” explained Assemblymember Bonta (D-Oakland). **“Simply put, there are certain injuries and illnesses that are presumed to be work-related for firefighters and police officers, allowing the employee to more easily access benefits, covering medical and other expenses resulting from the employee being unable to work. Our healthcare heroes deserve the same presumption.”**



California Nurses Association



National Nurses United

UC NURSE ALERT

UC DAVIS



Under CNA Nurse Leadership, IR RNs Fight to Enforce Their Contract

Since becoming a CNA Nurse Representative, Interventional Radiology RN Ashley Johnson has taken on the task of addressing chronic contract-breaking on her unit. CNA began meeting last year and quickly began planning our fight against a management team that has become notorious by creating confusion amongst nurses in order to get away with breaking the contract. Ashley organized email threads, zoom meetings and lead to nurses building confidence to fight back as a unified group. In the past six months they have written ADO's, filed grievances, organized a petition, and delivered it to the Executive Director Carla Martin, and they are supporting each other. If you take on one of us you take on all of us!



With all this energy and activism, Ashley has recently recruited an alternate nurse rep Zaida Magallon to support the department. We are currently in the middle of a meet & confer on changes with call, hours of work and educational/professional development with the department. The

management team has visibly witnessed the unity and has begun to meet with nurses before imposing changes (this did not happen in the past). Ashley and Zaida are currently organizing the nurses in the department to attend a class action grievance, nurses are organizing break times and days off to pack the meeting with attendees and to show strength and support.

IF YOU TAKE ON ONE OF US, YOU TAKE ON ALL OF US!

That is the Message that CNA Nurses Reps sent loud and clear to UC Davis leadership after the interim Director of Davis 6 engaged in retaliatory behavior against our long-term Nurse Rep for over 14 years Jenny Managhebi. Nurses Reps from all over the hospital gathered in North Edition to deliver a step 2 grievance and demand to immediately end all retaliation and hostility against Nurse Rep Jenny Managhebi in Davis 6. Management was caught off guard when they saw the nurses exercising their union power and advocating for our patients.

With this delegation, Nurse Representatives are showing management that we will not allow any retaliation against Union activity. "It's important to support our nurse reps to send a strong message to management that intimidation and retaliation will not be tolerated. Retaliation against a nurse leader like Jenny, with a history of consistent nursing

excellence, goes against our culture of nursing excellence and patient advocacy as UC Davis RNs". Katherine Schulke PICU Nurse Representative

Concerted union activity is protected by our collective bargaining agreement and by the National Labor Relation Board. As nurses, we must exercise our voice. For years UC Davis management has gotten away with intimidation and retaliation against nurses for union-concerted activity. We must speak up and fight back when this happens. Bullying and retaliation are not permitted in the workplace and most certainly in our Union hospital. Nurse Reps are here to speak up and protect our members if this happens in our units. If you take on one of us, you take on all of us. As Union Nurses we have the right to engage with the employer on behalf of our nurses and our

patients. We have the right to advocate for Safe Staffing, wages, benefits, and working conditions.

CNA Nurse Representatives will not tolerate any retaliation against our Nurse Rep or membership. UC Davis beware when you take one of us you take on all of us!



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.

