



UC NURSE ALERT

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



DOZENS OF UC NURSES SPEAK WITH ONE VOICE TO LAWMAKERS AT CNA'S SACRAMENTO LOBBY DAY

CNA nurses from across California are gathered in Sacramento on May 16 for California Nurses Association's annual Lobby Day to demand that our state legislators force the health care industry to put patients before profits. Nurses from every UC medical center joined colleagues from our communities in sharing personal stories and concerns with lawmakers on key issues and sponsored bills:



» **CalCare: Fighting for guaranteed health care for all Californians**

» **Workers' Compensation Equity: Ensuring nurses are presumed eligible for workers' compensation benefits when sick or injured on the job, like all other frontline, first-responder professions already do, when hurt on the job**



» **Behavioral Health Reforms: Holding hospitals accountable for safe staffing, safe standards, and funded support for behavioral health patients and providers**



» **Surgical Plume Protections: Demanding an official California Division of Occupational Safety and Health standard mandating the removal of surgical smoke**



» **Employer-Driven Debt: Banning predatory financial agreements like Training Repayment Agreement Provisions that trap workers in debt to their employers**



While our annual lobby day was a tremendous success, the fight continues to get this critical legislation passed into law; please contact your nurse representative or labor representative for next steps on how to make our voice heard at the Capital!



California Nurses Association



National Nurses United

FOR UCRS BOARD ✓OTE

For Strong Union Voices To Protect Our Pension!



Ruth Zolayvar

INPATIENT PHARMACY TECHNICIAN III,
UCSD MEDICAL CENTER



David Yamada

CHIEF NURSE REPRESENTATIVE
FOR THE CNA, UCLA

How to Vote:

1. Check your UC E-mail



for a message from help@yeselections.com titled **"Vote in the 2023 UCRS Advisory Board Staff Election."** The email will include a direct link to the YesElections voting site, an Election Code & a PIN.

2. Visit YesElection website



Click on the YesElection voting site link in your email. New page will open, enter your Election Code & PIN number. Click continue.

3. Vote!

Select **Ruth Zolayvar & David Yamada** from the list of candidates. Click submit, and then click vote to complete the voting process.

To request a copy of a paper ballot please call 855-648-6050 or email Help+UCRS@yeselections.com

The Only Candidates
Endorsed by UC Unions:



UC NURSE ALERT

UC SAN DIEGO



Building Power During Nurses' Week Through Organizing, Mobilizing and Strategic Planning



During Nurses Week, UCSD CNA Nurse Reps learned techniques and strategies for tackling nursing issues not only within UCSD, but also by 'mapping out' who key decision-makers are-- whether they are elected officials, CDPH, OSHA, PERB, etc.-- and how to engage them to make a difference. Nurses travelled to Sacramento to meet with legislators (see front page) and reviewed which local elected representatives are involved in issues important to nurses. Stay tuned for how we can participate to help build critical campaigns!

Concerns over Supervisors as Charge Nurses Several issues reported over supervisors performing as Charge Nurse

Nurses in various inpatient departments have reported problematic occurrences of supervisors assuming the role of charge nurse. We are tracking these instances and whether:

- AN2s are being pre-scheduled as Charge
- AN2s have current competencies to assume full patient care during break relief;
- AN2s have the time and attention to give to Charge duties;
- It has caused nurses in the department to be cancelled and/or floated.

We have started an online tracker. Whenever an AN2 is scheduled to work as charge,

Please fill this out: <https://forms.gle/Mi2Fr71ssBXs1Z4W9> →



Have a question or concern? CNA Nurse Reps & Labor Reps are here to help!
Let us know if you need help with staffing issues, getting breaks, getting paid correctly, issues with management, discipline, etc.



Contact your Nurse Rep or Labor Rep:

Terry Bunting, tbunting@calnurses.org

Jeff Welsh, jwelsh@calnurses.org



California
Nurses
Association



National
Nurses
United

UC NURSE ALERT

UC IRVINE



UCI is Union Strong!

Nurses have taken on many challenges working in areas that are understaffed and unsafe. Frequently nurses have been placed in harmful situations, subjected to unsafe working conditions while remaining committed to patients and the nursing profession.

Most recently, nurses have been required to take on management for going out of ratio to provide meals and breaks. Nurses have filed ADOs for forcing nurses to take their meals as soon as they finished their huddle which put patients at risk. Despite being faced with many challenges, nurses have come together and started organizing and educating ourselves on the importance of being a member of the union. Without the Union, nurses would be subjected to substandard, unsafe practices, and as a result, patients are put at risk. The union has fought and won many issues throughout UCI.



Nurses need the protection of the union now more than ever. Management has tried to divide workers and cut through nurses' rights by shifting the focus away from their own responsibility towards nurses. The union is here to protect our rights and have been fighting to maintain protections at all costs to keep our patients, families and communities safe. This is a reminder when there's Union, there's strength!

~Christine Elkins, RN
Tower 5



UCI RN Alert Team Fight and Win Reclassification

UCI's alert team nurses have fought together for over three years to have their hard work recognized by demanding that the University reclassify them upwards. As the patient population grows across UCI, the alert team nurses have seen expansion in their clinical duties and the expertise needed to adequately perform their job duties.

After years of mounting pressure through COVID and beyond the nurses were able to push management to reclassify them. We are so proud to announce the entire alert team will now be reclassified from Clinical Nurse IIs to Clinical Nurse IV, effective April 30, 2023. Congratulations to this hard working team!



California Nurses Association



National Nurses United

UC NURSE ALERT

UC LOS ANGELES



UCLA Nurses Report Shadow Beds and Hallways Beds Are Not Meeting CDPH Conditions



On March 1, UCLA nurses delivered a petition with over 1,200 signatures regarding unsafe conditions in shadow beds and hallway beds to Karen Grimley. March 1 also marked the expiration of the California Department of Public Health (CDPH)'s general space waivers, but on March 3, UCLA received approval from CDPH to extend these space waivers, now known as program flexibility requests.

Starting April 14, CNA collected survey responses from UCLA Nurses regarding the CDPH conditions attached to the approved program flexibility requests. The CNA survey focused on issues of safe staffing, infectious disease, patient safety, workplace injury, and patient privacy within the flexed spaces. As of May 26, 130 Nurses across UCLA reported multiple violations of CDPH program flexibility criteria.

- 125 Nurses reported instances of unsafe staffing, including Title 22/nurse-to-patient ratio violations, unsafe assignments, prolonged boarding of patients in hallway beds, and the unsafe placement of beds in hallways and/or waiting rooms.
- 89 Nurses reported issues of infectious diseases, including inappropriate cohorting of patients and boarding patients less than six feet apart.
- 101 Nurses reported on matters of patient safety, including insufficient medical equipment, call lights, and space to meet each patient's designated level of care; unavailability of appropriate equipment and supplies to address the needs of the patient; and the lack of a safe rapid response/code blue response and/or crash cart.
- 93 Nurses reported occurrences of workplace injury, including exposure to physical/verbal assault by patients and/or visitors; code grays; and injuries due to environmental hazards such as clutter, medical equipment, and insufficient working space.
- 105 Nurses reported infringements on patient privacy, including HIPAA violations.

CNA has requested a meeting with CDPH to review the multiple violations that have been reported to us, and we recommend Nurses file their complaints directly with the Centralized Program Flex Unit (CPFU) overseeing approval of all program flexibility requests at CentralizedProgramFlex@cdph.ca.gov.

Transplant Coordinators hold Nurse Staffing Review Panel with Senior Management

The Transplant Coordinators at UCLA reached an important milestone in their long campaign for safe staffing. Last month, two Transplant Coordinators met with senior management in a Nurse Staffing Review Panel (NSRP) to discuss the chronic and dangerous understaffing of nurses in the Post Heart, Post Lung, and Peds transplant programs. Article 8.D. CNA-UC Contract grants the PPC the ability to convene an NSRP whenever "a chronic staffing ratio and acuity pattern has not been resolved" following an official PPC letter.

Prior to the PPC letter on their behalf, Transplant Coordinators launched an extensive ADO campaign beginning in August 2022, documenting and protesting the nurse-to-patient ratios three times the accepted international standard. Nurses completed nearly one hundred ADOs. Together with members of the Westwood PPC, they delivered copies of the ADOs to Karen Grimley's office on January 25, demanding an NSRP to finally resolve the staffing crisis.

During the NSRP, representatives from the University were agreeable to the nurses' proposals, which included additional hires in Post Lung, Post Heart, and Post Peds, as well as regular meetings to assess the program's workload. They await the forthcoming final response from CNE Karen Grimley. Whatever the response, however, the Transplant Coordinators will continue, as they always have, to leverage the power of the Union to hold the University accountable.

UC NURSE ALERT

UC SAN FRANCISCO



UCSF Nurses Continue to Report CDPH Violations

On April 8th, 2023, CNA Nurses at UCSF filed 3 separate violations with the California Department of Public Health (CDPH). Our Professional Practice Committee (PPC) Chair Jam Cabacungan sent an accompanying letter detailing the violations and supporting documentation including ADOs from 2021 and 2022. The violations included all 3 campuses of the medical center.

In early May CDPH Investigator, Jim Poh responded to CNA nurse leadership and asked for further information and will be visiting UCSF to investigate the title 22 violations. During their conversation Mr. Poh pointed out a couple things to improve the investigation. Patient outcomes and blatant ratio violations determine if CDPH will visit UCSF. When filling out Assignment Despite Objection (ADO) forms, we need to be as detailed as possible, date and time, room numbers, describe a patient injury, violence towards others, ect. ADOs can protect an RN, so we must always protect ourselves by documenting accurately as RNs.

The investigator asked our nurse representatives in the units where the violations were filed to reach out.

After discussions with nurse reps, the investigator requested examples of 3-5 of the most egregious short staffing ADOs. Nurses are in the process of narrowing down the ADOs as the investigation into violations continues.

UCSF nurses are to be commended for the outstanding work pushing CDPH to investigate, but we must continue to fill out ADOs and file complaints with the CDPH. A brochure on ADOs can be found [here](#) and town-halls on ADOs [here](#).

Mission Bay Nurses Fight Changes to Working Conditions

Earlier in the month the union received notification of proposed shift changes to nurses' schedules at the MB Interventional Cardiology Lab Department. Aside from the notice sent to CNA, nurses in the department have not received any details on how these proposed changes will affect everyone in the department, and many questions and concerns remain unresolved.

The nurses in the unit quickly mobilized and voiced their opposition to the proposed changes. Nurses and labor reps quickly drafted a Cease and Desist as the first step to push back, and a meeting with the department has also been requested. Nurses in the Peds Interventional Cardiology Lab are more than ready to fight this and any proposed changes to working conditions without first having all their questions and concerns addressed. Peds International Cardiology Lab nurses will not back down from holding management accountable for doing the right thing for staff and for proposed changes that affect patient care.



California Nurses Association



National Nurses United

UC NURSE ALERT

UC DAVIS



Tower 3 Nurses Organizing and Fighting Back Against Unsafe Practices

On May 5, 2023, Tower 3 Nurses met with the Director of Children's Hospital, Brenda Chagolla, and department management. Over 45 nurses took control of a meeting and told management that Postpartum/ Med-Surg and Labor and Delivery are specialties and management must stop using them interchangeably. In recent months experienced Labor and Delivery nurses have left the unit due to management's constant pressure to float them to the postpartum unit. Tower 3 nurses made clear to management that this is unsafe for patient care because postpartum nurses have the competencies and skills set to care for a mother and baby *after* delivery.

As Tower 3 Nurse Ashnita Singh describes, "Postpartum nurses are acute care trained not ICU level trained. When a baby is delivered it could need resuscitation and is not considered a "well newborn" until it's stabilized. A baby needing higher level care requires a labor nurse who is well versed in such circumstances."

Labor and Delivery and Postpartum care are unique specialties. The two are not interchangeable. Management's unsafe approaches are putting the community and babies at risk. UC Davis Children's Hospital has a commitment to the community of the Sacramento region and Tower 3 Nurses know that patients deserve the safest care for newborns and families. Tower 3 nurses are committed to fighting back and will not abide management's unsafe practices.



UC Davis Student Health Nurse Leaders Gaining Strength

In late January 2023, student health nurses reached out to their employer and demanded to meet over SB 1334 because they were getting their breaks. In this meeting we discovered the nurses did not have a missed break form or a system to track missed breaks. Shortly after the meeting, CNA nurse leader Kim Petersen worked with other UC Davis Student Health (UCDSH) nurses on a meal and break system that worked for them. Department management agreed on language for a missed break form, and that penalty pay would be issued for the nurses who missed their break. Kim and her team of student health nurses are now confident that any issues with missed breaks will be resolved because a system is in place to identify and resolve SB 1334 violations.

Kim Petersen and the nurses at UCDSH are currently engaging with a new manager to better the communication lines and bring back a safe and healthy work environment. Earlier this year, nurses immediately noticed things were off with their manager's communication and experience with patient care. Nurses felt the manager did not have enough experience with managing a student health clinic. Reassurances were provided she would be mentored and supported as she learned to supervise and become a student health nurse. We are at the six-month mark and the concerns that were expressed to the hiring committee remain along with new concerns about her ability to remain professional and supportive during disagreements, miscommunications, or differences of opinion.

Student health nurses reached out to CNA to help navigate the path forward to a better work environment. Together, we met and organized stories/examples of unprofessional behavior from management and requested a meeting with ELR. The meeting was held on May 24th and the nurses were powerful in their delivery/accounts of incidents that occurred in the last six months. Department management agreed things must change and they will be working with nurses to make changes.



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
Internal Organizer: Carla Tapia
ctapia@calnurses.org | (747) 272-5897

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

Jacob McDaniel
jmcdaniel@calnurses.org | (510) 612-8301
Anna Brown
abrown@calnurses.org | (813) 760-3787

Internal Organizer: Tim Tia
ttia@calnurses.org | (510) 561-6407

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.

