



UC Nurses March on UC Office of the President Demanding Change and Accountability



On August 15th, UC nurse leaders from across the state met in Oakland for a strategic planning session to address the pressing challenges affecting us and the communities we serve. Following the meeting, nurses headed to the UC Office of the President (UCOP) to deliver our top ten list of demands. To our shock and outrage we were denied access to the building. Undeterred, nurses took to the streets, rallying outside the UCOP offices and directly to the UCOP President himself. We voiced our demands for accountability and resolution of the ongoing issues that we encounter daily. Since we rallied and raised our voices on that day, we have seen two of our ten issues resolved, which proves that direct action works, and when we fight, we win!





UC Nurses Show Support to Striking Writers and Actors

On August 29, UC nurse leaders from across the state joined the WGA & SAG/AFTRA picket lines to show solidarity and strength in our common fight against corporate greed, the impacts of AI and the gigification of our work. Nurses will continue to advocate for all working families and the protections we all deserve!



Join us on **Tuesday September 19th from 5:00-6:00pm** for our UC Division monthly townhall where we will be joined by members of the WGA & SAG/AFTRA strikes, nurses from outside California who are already confronting app-based work, and UC nurses to strategize together on our path forward to protect our work, our patients and communities.

To join the townhall, scan the QR code with your smartphone or click the link to the right:

Medicare for All Committee Gets Ready for Action

In late August, the UC Division's Medicare for All committee held a lively meeting with record attendance by nurses from all over the state who share a passion for healthcare justice. The center of the meeting was a presentation from CNA's own Medicare for All (MFA) organizer Riley Brann. He discussed at length the features of California's CalCare, the obstructionism of SB 770, as well as the status of CNA/NNU's campaigns.

We also reviewed the three phases of the national MFA bill reintroduction campaign, from canvassing and district-by-district coalition building to the bill's reintroduction and movement through legislative channels. The theme of the discussion was turning *passive support* for single-payer into *active support*. Nurses who attended have begun activating their commitment to single-payer, and we plan to build on that. For more information on the Medicare for All committee or any of the other UC Division committees (see back page), please contact your local nurse representative or CNA labor representative.



<https://tinyurl.com/2s9huh3y>

UC NURSE ALERT



UC SAN DIEGO

Equity Increases & Backpay

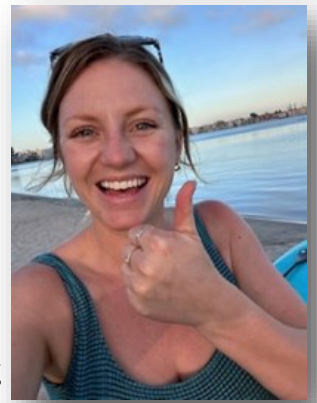
for all Per Diem RNs, CN1s & CN4s!

Last year CNA and UC negotiated a rollover contract which, along with annual increases, included a 1% equity wage increase for each year of the contract. Afterward, UC claimed they disagreed with the agreement and that the equity increases were not intended for per diems and a few other categories of employees. CNA strongly disputed that since we considered the 1% equity increase to apply to all nurses we represent at UCSD. We have been working ever since to resolve this matter, and just recently we were able to reach agreement! Per diems RNs, CN1s & CN4s are now entitled to receive the 1% equity increase for January 2023, 1% for January 2024 and 1% for January 2025. Within 90 days, the University will issue backpay for any hours worked since January 2023 in these job titles. We now have ten remaining AN1 nurses left that we are still working to resolve this issue for. We will continue this fight until we win what is just and fair, which is equity increases for *all* UCSD nurses.



"Union solidarity is powerful!"

Deanna Scott
CNA Nurse Rep, 5W



UCSD Nurses Win Staffing Fight

Hillcrest Nurses demanded & won increased staffing for patient safety & dignity

Nurses from several departments sustained a campaign over several months for additional support staff (CCPs) in the HIMS units at Hillcrest. An overwhelming majority of nurses signed 60-pages of petitions and held several meetings with nursing administration. They detailed patient suffering from lack of bathing, feeding, and turning, and showed how poorly UCSD compared with staffing at other area hospitals. UCSDH recently announced increases baseline staffing for the following units:

- ⇒ 11 EW +1 CCP on Nights
- ⇒ 10E +1 CCP on Nights
- ⇒ 8EW +1 CCP Days and +1 CCP Nights
- ⇒ 6EW +3 CCPs days and +3 CCPs Nights



"We need to fight together for the dignity of our patients!"

Anna Sindelar,
CNA Nurse Rep, 11EW



Thornton 2E has also been approved for additional staffing

The additional staffing will be a great help to those units. A big thanks to CNA Nurse Rep Anna Sindelar (11E/W) and all of the nurses who helped advocate for the much-needed additional staffing! If you have chronic staffing issues in your unit, contact a CNA nurse representative or Labor Representative.

UC NURSE ALERT

UC IRVINE



Victory for Respect and Accountability: UCI Neuro Psychiatric Nurses' Triumph!

At the Neuropsychiatric Center of the University of California, Irvine, a manager engaged in a pattern of abusive behavior, employing dehumanizing language and repeatedly misgendering a fellow nurse. From the moment the Union became aware of these actions, we called for the manager to be placed on investigatory leave, in line with UC's established policies. However, UCI management opted to allow the manager to continue in their role, disregarding our calls for accountability.

The lack of action from UCI's management compelled nurses to take proactive measures in advocating for a workplace characterized by respect, accountability, and transparency. We mobilized support by collecting signatures on petitions, proudly wearing unity stickers, and delegating upper management demanding swift action. Our aim was to ensure that no manager was above the law and sought the consistent implementation of UCI's no-discrimination policy throughout the medical center.

Over time, the campaign for respect at UCI transcended across the UC division. Thousands of UC nurses, from UCSD, UCLA, UCSF, and UCD, joined forces in signing a solidarity petition directed at Dr. Michael Drake, President of the University of California, the Board of Regents for the University of California, and Chad Lefteris, CEO of the University of California, Irvine. The petition called for the immediate placement of the Neuropsychiatric manager on leave pending the investigation of discrimination and abusive behavior.

Following our relentless campaign, UCI management finally agreed to the nurses' demands, placing the abusive manager on administrative leave, effective September 1, 2023. This pivotal step sends a resounding message that UCI will not tolerate discrimination or retaliation under any circumstances, affirming that all employees will be held to the same standards, irrespective of their title or position.

In the interim, we thank the UCI nurses and our colleagues from all UC medical centers who firmly stood by us in this just campaign for gender equity, workplace dignity, and respect.



"This significant victory was possible due to the collective courage, statements, testimonies, and unity of

the Neuro Psychiatric nurses, who bravely stood up for their fellow co-workers and patients. As we celebrate this triumph, our commitment remains steadfast – we will not give up until all those implicated in obstructing timely justice are held accountable for the immense suffering, they inflicted upon the UCI Neuro Psychiatric nurses. A public apology is also demanded and will not be overlooked."

**-Gretchen Aguro, UCI RN
Neuro Psychiatric Dept
CNA Nurse Representative**



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UC LOS ANGELES



Victory at Jules Stein Eye Institute

Jules Stein Eye Institute (JSEI) nurses had an enormous victory when the Union recently settled a mandatory on-call to float grievance, which has been several years in the making. In 2021, the Union filed a grievance to fight against mandatory call and cross-campus floating in our outpatient ophthalmology clinic, JSEI. As part of the grievance, JSEI RNs analyzed ophthalmic cases performed in the RRM MOR from January 1, 2019, to April 30, 2021, and found that about a quarter of cases covered by JSEI RNs during on-call status were elective procedures, and they could have been scheduled during the regular operating hours of the JSEI OR. Additionally, nearly all of the emergent ophthalmic cases were performed at the RRM MOR outside of JSEI's regularly scheduled on-call hours.

Following a productive mediation session, the University agreed to reestablish the ophthalmology training program for Main OR nurses, and supplement on-call needs with volunteers from JSEI. Nurses are ecstatic that their perseverance and patience with this long-term fight has finally paid off!



Know Your Contract:

Comp Time Bank Payouts in Hem/Onc Clinics

On July 7, UCLA notified CNA that the Hematology/Oncology clinical unit in the Department of Medicine will be transitioning to the Faculty Practice Group (FPG) on August 20, 2023. As part of this cost center transition, the University plans to pay out all compensatory time banks in full—more than 5,152 banked hours, totaling over \$405,000. Over \$160,000 comes from banks with 36 hours or less.

Article 14.M.3.b. maintains, “Compensatory time shall be paid or scheduled by the University at least twice per year. However, the University shall not pay out any Nurse’s compensatory time bank below thirty-six (36) hours.” Although the contract is crystal clear on the matter, the University insists that its own internal payroll policies allow managers to pay out the nurses’ time banks below 36 hours. Staff policies do not override written provisions of the contract.

Hem/Onc nurses demanded a meeting with the University to discuss, and made several proposals to safeguard their comp time to at least 36 hours in each bank. The University denied our proposals and notified us it would be proceeding with the payouts, in direct violation of the contract. We have filed a grievance and are gearing up for an escalation campaign.



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UC SAN FRANCISCO



Workplace Violence on the Rise at UCSF



Recently, we have seen an astonishing increase in workplace violence incidents throughout the Children's Hospital at Mission Bay where nurses are being made to endure verbal and physical assaults from patients, visitors and family members alike. Nurses have brought up these concerns to local management teams with little to no response and in many cases without even acknowledging that our nurses are getting hurt at work while trying their best to provide the care the patients need. When nurses are verbally or physically assaulted at work, management should be prepared to immediately provide urgently-needed guidance and support. Yet the first step that management too often takes is to ask them "What could you have done differently?"

The University of California has a strict ZERO TOLERANCE FOR WORKPLACE VIOLENCE POLICY which clearly states that ***"the University is committed to maintaining a safe workplace that is free from threats and acts of intimidation and violence. And if faced with these circumstances UCSF will take swift and remedial action to protect the rights of employees, faculty, and students. It is also our understanding that all reported incidents will be investigated and any act of intimidation, threat of violence, or act of violence against any person on the property of the University of California San Francisco is prohibited."***

In July, Rachel Benton, a registered nurse who worked at UCSF since 2017, was severely injured by a patient who should not have been admitted to the Children's Hospital. Rachel was kicked in the right side of her abdomen by an adult who should have never been placed in the pediatric med-surg unit. Rachel sustained serious internal injuries that continue to affect her. After experiencing verbal abuse from the patient from the at the beginning of her shift, Rachel notified both her charge nurse and security/UCPD but no real help was provided for her.

What happened to Rachel on this past July is sadly not an isolated incident. Her department has seen more workplace violence in recent months than ever before. To support Rachel and other nurses who have suffered similar harm, nurses on MSP began wearing "An Injury to One is an Injury to All" stickers in show of solidarity. Drastic change needs to take place at UCSF, and CNA will continue to escalate until improvements are made. Upper management needs to support nursing staff instead of sweeping issues under a rug; enough is enough, UCSF is responsible for ensuring workers are safe at work and nurses will accept nothing less!



CDPH Visits UCSF Mission Bay

Earlier this summer, UCSF nurses started to take action by collectively filing CDPH complaints whenever we experienced an unsafe incident such as workplace violence, short staffing, or an assignment with hallway beds. Unsafe incidents are commonplace on many units and management is failing to address the recurring issues. Last week, CDPH finally paid a visit to the Mission Bay Campus to round. This is a great step forward, though nurses plan on continuing the pressure through escalating actions in the coming weeks.



California Nurses Association



National Nurses United

UC NURSE ALERT

UC DAVIS



Student Health Nurses Challenge Management Over Scope of Practice



This month, the UC Davis Student Health Center nurses raised an issue regarding scope of practice concerns related to the standing orders for vaccinations. Nurses were being asked to “verify” immunizations to be given by the Medical Assistant (MA). Out of concern for patient safety, nurses demanded there be a written order to verify which immunization was given.

This raises concerns about patient safety and scope of practice for both the MA’s and the nurses. The medical director had presented the nurses with a standardized procedure that allows MAs to give Influenza vaccines and/or Tdap vaccines if they meet the standardized procedure eligibility. If the patient qualifies, the MA will present the vaccine to the nurse for verification. Nurses are being told that we do not need to verify who is receiving the vaccination or that it is medically indicated. The MA will then document in the chart that the nurse verified the vaccine. However, as nurses, we need an order that contains the patient’s name, medication/vaccine, route, dose, and ordering provider. Management, however, has told us that this is not necessary, and it would “assume too much time to print a written order” and to “just verify that it is what the MA says it is and that it is not expired.”

As soon as this new process was rolled out, we began organizing: demanding a meeting with management, filling out Assignment Despite Objection (ADO) forms, and educating each other on scope of practice issues and Title 22. We will continue to escalate on this issue and advocate for our patients.

UC Davis Postpartum Nurses Fight for Our Patients

CNA was recently informed about a concerning change of practice for postpartum nurses and patients. RNs in the postpartum unit are now being instructed to take on nursery duties during deliveries. This deviation from the usual practice has sparked significant concern among the staff. Management is enforcing the role of “catching” babies during deliveries, citing that these babies will “likely be stable.” However, the reality is that predicting the stability of a baby is inherently uncertain due to the various potential complications that can arise during delivery. Additionally, discussions with other hospitals in the area, such as UCSF, have confirmed that the responsibility of catching babies during delivery lies solely with labor & delivery nurses who specialize in a nursery role.

The nurses are deeply troubled by management’s decision to implement this potentially unsafe change to our practice. Treating all nurses as interchangeable cogs in a wheel poses a risk to our vulnerable newborns. In the upcoming weeks, an advocacy and awareness of Assignment Despite Objection (ADO) forms campaign will be launched. This campaign aims to shed light on the hazardous working conditions that we are being compelled to work under. We will also move our advocacy into the community, highlighting the inadequate presence of doctors and midwives at UC Davis. As Rosalinda Munos, CNA Nurse Rep from labor and delivery points out, UC Davis is drifting from its stated mission values. “Despite the University’s promotion of our nursing mission, vision, philosophy, and values,” Munos explains, “they continue to push us to work outside these parameters. The University seems to care more about profit over patients. They disregard our perspectives and the need for informed choices when changing specialties. Our specialization demands a high level of skill and training, and the ‘one size fits all’ approach to nursing undermines patient safety.”

Join us in demanding that UC Davis management immediately prioritize our patients and community!



California Nurses Association



National Nurses United

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CNA UC Division Statewide Committees

- ◆ Student Health
- ◆ Advanced Practice
- ◆ Health & Safety
- ◆ Racial & Social 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.

