



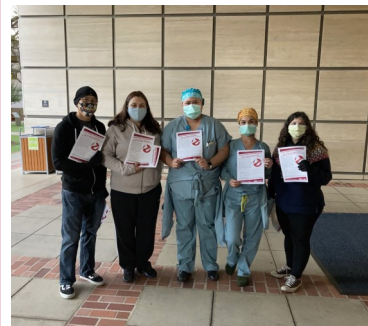
UC Nurses Deliver Powerful Message to Management: Prioritize Nurse and Patient Safety Over Medical Center Profits



Between October 25-29, CNA nurses from each of the UC Medical Centers carried out local actions to let management know what they truly find scary during Halloween week this year – short staffing and unsafe working conditions. Not only have the registered nurses at UC risen to the immense challenge by providing the safest, highest quality care to our communities during a global pandemic, they have had to deliver that care while enduring unprecedented and unsafe levels of short staffing. As a result, nurses have had to routinely miss breaks and accept unsafe staffing assignments despite documented objections. These dangerous working conditions have created unsustainable levels of moral distress among registered nurses.



CNA nurse leaders at every UC Medical Center organized a variety of creative direct actions, including sticker-ups, marches on the boss, a virtual press conference, and a “flash mob” to engage management and demand they make safe staffing and RN and patient safety their top priorities. As a union, we stand united in the struggle to hold UC management and administration accountable when they put profits before the health and safety of our nurses, patients, and communities!





At the 2021 NNU convention, RNs stepped up the fight for a culture based on care

Every three years, National Nurses United delegates from across the country come together at the NNU convention to learn, recharge, strengthen our solidarity, and set the guiding principles for our union. The 2021 convention, held online from October 12–14, was an especially critical time for nurses to gather and collectively look to the future. This year, we dreamt our way beyond just the immediate goal of ending Covid-19; we also allowed ourselves to imagine the kind of world nurses can create on the other side — a world based on care.

“Our employers have failed us every single step of the way, from telling us we could wear bandanas for PPE in the early days — to the present moment, when they’ve tried to excuse their ongoing failure to fund full-time staff positions by telling us caring for four ICU patients or 10 med/surg patients is just our duty,” said NNU Executive Director Bonnie Castillo, RN, in [the convention’s keynote speech](#). “We are going to collectively refuse to accept things had to be this way. As union nurses, we’re going to stand together this week and continue course correcting our way to a better world.”

In addition to panel discussions, nurses had the opportunity to take CE courses on important topics such as Covid and the crisis of care work, the latest science on Covid-19, fighting for Covid vaccine equity, the history of public health, the future of labor, and more.

Nurses also saw their personal experiences reflected in the closing night program, “Uncharted,” a mini-documentary featuring the stories of seven NNU and GNU registered nurses who faced devastating losses and experienced life-changing victories throughout Covid-19. If you haven’t yet seen it, you can [watch it at this link](#).



On the final day, delegates came together for the most important work of the convention: passing the union’s resolutions for the coming years. We could not be more proud of the forward-thinking resolutions that passed this year. In addition to calling for a stepped-up fight against Covid, this year’s resolutions also recommitted the union’s fight for workers’ rights, Medicare for All, global health and vaccine equity, and racial and gender justice. You can read all about the 2021 resolutions [here](#).

Covid-19 has shown us so clearly that the society we currently live in just isn’t working. Nurses know there’s a better way — a world that values people and the planet over profit. And we also know that every time we come together and advance our commitment to a culture of care, we are one step closer to making this vision a reality. Thank you to the NNU delegates for taking the time to attend the convention; the work you did will have a lasting impact for years to come.

Thank you to all our UC Division NNU RN delegates and elected nurse leaders.

UC NURSE ALERT

UC SAN DIEGO

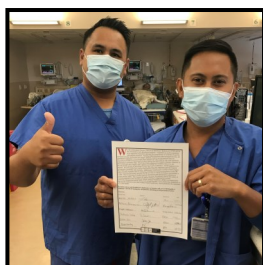


KAT & NAT REINSTATED! After an intense week of fighting as a collective group, we have managed to help get Nat & Kat reinstated from being laid off! Ever since their layoffs on Friday 10/15, solid support from their colleagues in Anesthesia as well as doctors, techs, other union members and thousands of nurses from throughout UCSD and around the University system statewide joined in calling for their return to work. The letters, petitions, fliers and stickers sent a strong message to hospital administration. Katrina and Natalie are overwhelmed by the outpouring of support from everyone. The amount of courage, perseverance and commitment to the cause has been honorable and inspiring. This is not a fight we could have won as individuals. United we stand strong! Katrina, Natalie, and the CRNAs of UCSD want to say **THANK YOU EVERYONE!**

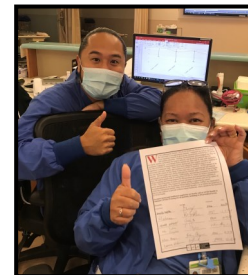


NURSES IN SOLIDARITY WITH INTERNS & RESIDENTS

CNA nurse representatives joined dozens of medical staff in support of medical residents and interns who have been working without a contract since July 1, and their struggle for healthy working conditions at UCSD. Above: photo of Chief Nurse Rep, Michael Kennedy, from UCSD 3F-ICU.



NURSES WIN IMPROVED VISITOR SCREENING



CNA nurse representatives took on the issue of major gaps and lapses in visitor COVID screening procedures, as several complaints came in of visitors being waived in without being asked for vaccination or testing status. Gaps and poor enforcement were particularly evident for visitors of surgical patients, emergency room patients, and perinatal patients. Some visitors complained to nurses that no one bothered to check their vaccination status when entering. The union's Professional Practice Committee at UCSD made recommendations to Nursing Administration and had floor nurses speak to nurse executives and Infection Control; nurses submitted numerous i-Reports and emailed accounts of violations to management; union Health & Safety grievances were filed; and UCSD nurses spoke to the Executive VP for UC Health. Management has now agreed that ALL visitors for surgical patients and visitors to the ED will be screened for covid vaccination or negative test results, regardless of in-patient or out-patient. Also, a task force to develop solutions to the practical tracking and enforcement issues in perinatal units will be formed with representation from floor nurses.



California Nurses Association



National Nurses United

UC NURSE ALERT

UC IRVINE



UCI NICU NURSES FIGHT AND WIN HOLIDAY VACATIONS

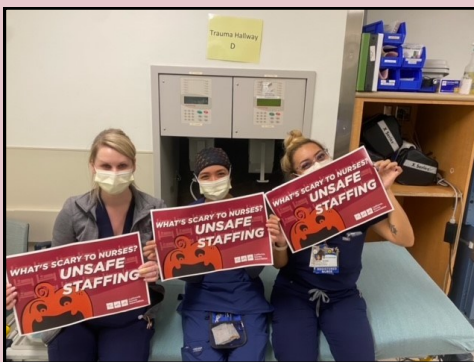
For years, nurses who work in the NICU at UCI have been blocked from taking time off the week before, during and after the Christmas holiday. Management would over staff during the holidays and ultimately nurses with the highest seniority would be given the days off due to low census and short staffing. This method of scheduling was short sighted on the part of management and was a scheduling pattern unique to the NICU.

Per our collective bargaining agreement , every department should make all reasonable efforts to grant nurses their vacation requests. With 100+ nurses in NICU, it would only seem reasonable to

grant vacations during holiday time.

NICU nurses came together and demanded a meeting with Labor Relations, Human Resources and NICU management. We presented our arguments and evidence that the NICU can be safely staffed during the holidays, while also allowing nurses to take their well-deserved and contractually guaranteed time off. As a result, NICU nurses have now won the right to allow premium holiday vacations and successfully unblocked the weeks of Christmas/New Years for the first time in decades. This is a clear example of what happens when we come together and fight for our rights—we win!

Short Staffing in UCI Emergency Department at All-Time High



The Emergency Department at UCI Medical Center is a level I trauma, cardiovascular, neuro, burn, reimplant and psychiatric receiving center.

Additionally, we have a world-renowned cancer and GI specialty center that brings thousands of patients through our doors each year. With these specialty designations come a constant influx of extremely sick patients requiring a vast amount of skilled and experienced staff who must be prepared to adapt to any situation when the moment arises.

However, over the last few years – even before COVID – the ED at UCI has been crippled daily by its inability to supply and retain the necessary staff needed to

care for the ever increasing number of severely ill patients that occupy our rooms, trauma bays, hallways and waiting room areas. Since January 2021, approximately 36 staff members have left in search of jobs elsewhere. Most, if not all, citing moral distress and injury in addition to safety as their reason for leaving.

Lack of staffing due to overall moral distress and injury is additionally resulting in the hiring of an abundance of short term travel nurses due to lack of focus on the retention of skilled and dedicated long term nursing staff. New, permanent staff hires are frequently leaving the ER after only a short period of time to work places where providing safe and adequate care is possible. In discussions with my fellow long term staff nurses, it is generally believed that management is indifferent toward our years of dedication and our outspoken concerns about the safety of our patients and our licenses. Nurses at UCI are united in our fight to provide the highest standard of care for our patients , we will never stop advocating for our patients and our profession. We call on UCI management to put patients over profits and to invest in the care of our communities!



California Nurses Association



National Nurses United

UC NURSE ALERT

UC LOS ANGELES



OSHA Issues Citation and Penalties to UCLA

In September 2020, nurses from the UCLA Santa Monica Hematology and Oncology (Hem/Onc) Clinics discovered that they had been given inadequate chemotherapy gowns since 2012. The chemo gowns nurses were given by the University did not provide the appropriate level of protection necessary for working with chemotherapy drugs, leaving them exposed to dangerous and harmful chemicals, and nurses from across the 18 Hem/Onc clinics pushed UCLA to provide the appropriate PPE in all clinics. Working with CNA staff, nurses requested meetings with management, filed a grievance, and filed a Cal/OSHA complaint.

On February 1, 2021 and September 22, 2021, an investigator from California Occupational Safety and Health Administration (Cal/OSHA) conducted an on-site inspection and interviewed clinic staff. This investigation resulted in Cal/OSHA issuing a citation and penalty to UCLA for failure to provide appropriate PPE specifically because chemo gowns were not tested or rated for protection (corrected during inspection), failure to perform PPE hazard assessment, failure to provide training on PPE, failure to provide employees access to the employer's written Injury and Illness Prevention Program, and failure to inform employees of their following rights: to personally receive information regarding hazardous chemicals to which they may be exposed; for their physician or collective bargaining agent to receive information regarding hazardous chemical to which the employee may be exposed; against discharge or other discrimination due to the employee's exercise of the rights afforded pursuant to the provisions of the Hazardous Substances Information and Training Act. Through the collective efforts from Hem/Onc nurses throughout the clinics, nurses now have the appropriate chemo gowns to protect them from hazardous chemotherapy chemicals.



Nurses Win: UC Addresses Short Staffing by Hiring RNs & Increasing FTEs

Throughout UCLA, nurses have been fighting back against chronic short staffing. CNA's research found that the inpatient units in Westwood lost 115 nurses from July 2020 to July 2021, demonstrating a chronic staffing shortage.

After months of CNA nurse leaders fighting for safe staffing, UCLA announced a "Progressive Hiring Plan" which planned to fill open FTEs and add additional FTEs to most units. The University implemented this plan rapidly, with about 200 new nurses onboarding in September and October.

There is no doubt that this major victory would not have happened without the unity and dedication of nurses!



California
Nurses
Association



National
Nurses
United

UC NURSE ALERT

UC SAN FRANCISCO



UCSF All Education Hours for Online Use

After months of pushing UCSF to act, CNA received notice in late September that nurses would be allowed to access all educational hours for online coursework. No more need for hours to be 'interactive' all hours can be used self-study or CE classes. As you plan the rest of your 2021 PL usage, here are some important reminders:

- If you plan to use PL on a day off, notify management beforehand but your hours should not be denied or restricted. Hours used should equal hours of the course.
- Mandatory classes such as ACLS, PALS etc., do not come out of your PL bank. Hours spent in required classes should be considered time worked and nurses should be paid straight time.
- Professional leave is not considered overtime – use of these hours should not be limited by a nurse's work schedule.

UCSF CRNAs Win Wage Step Increase

During the 2018 contract negotiations between UC and CNA, the parties agreed to a side letter "to meet within 90 days of ratification to discuss job classifications, step structures, and opportunities for professional growth and development for Nurse Anesthetists and Senior Nurse Anesthetists at UCSF" After over two years of great work by CRNAs at UCSF, we were able to come to an agreement on a new wage scale and individual Senior CRNA adjustments will be retroactive to January 10, 2021.

CRNA's were able to gain two steps between 15-20 and 20-30 years, to close the previous gap from 10-30 years with no step increases. The new steps effect nearly 20 CRNAs and will create a permanent increase in wages and pension contributions and back pay of over \$150,000.

PFCB Use Update for UCSF Per Diem RNs

We recently received questions from Per Diems about the use of Paid Family Care and Bonding (PFCB). The policy was implemented in July but was not clear on how it would apply for Per Diems. At a recent meeting between Nurse leaders and UCSF, nurses demanded the 3 month look back period be used for Per Diems vs a fixed percentage to calculate payment. UCSF management agreed to the 3 months look back for per diems. In order for a Per Diem to be eligible for PFCB, the must also be eligible for FML. The look back will use the average weekly hours over the last 3 month to calculate the 70% payments for up to 8 weeks of PFCB.



California Nurses Association



National Nurses United

UC NURSE ALERT

UC DAVIS



UC Davis Nurses: Patient Safety is Our Agenda



On September 22nd UC Davis Nurses held a virtual press conference where RNs from multiple units in the hospital shared stories of unsafe staffing. Nurses are stretched too thin to continue working this way. As UC Davis CNA PPC Co-Chair Jenny Managhebi told the Sac Bee News "There is not a shortage of nurses, there is a shortage of nurses willing to work in unsafe working conditions" UCDMC management responded by stating publicly nurses were spreading misinformation in an effort to gain an advantage during contract bargaining, not set to start unit mid-2022. Nurses throughout UC Davis felt baffled, angry and disrespected by the response that UCD management gave to the press conference. This was a slap in the face by UCDMC and nurses were fired

up and ready respond in kind. Nurses were not spreading misinformation but rather shing the light on the unsafe working conditions that we are facing. Our patients deserve more, and we will fight until our patients get the care they deserve. Over 600 UCD nurses quickly signed and sent an online demand letter to CNO Toby Marsh. The demand letter stated the university shall provide adequate staffing and stop prioritizing profits over patients. Nurses organized and passed out stickers that read "Patient Safety is my Agenda." Our demands are clear, and nurses will not stop fighting until management addresses the chronic short staffing and unsafe working conditions nurses are facing daily.

UC Davis Nurse Leaders Develop Virtual ADO Education Workshops

Are you experiencing unsafe staffing that is jeopardizing patient care on your unit? Is your assignment putting your license at risk? Join your fellow union nurses in fighting back by filing an Assignment Despite Objection (ADO). CNA PPC co-chair Jenny Managhebi (Davis 6) has put together virtual trainings to educate nurses about the importance of filing an ADO when you receive an unsafe assignment. Since the trainings began, we have seen tremendous increase in nurses using the ADO as a tool to fight for and win safe staffing. "As a Nurse Rep in the ICU, I want to encourage CNA Nurses to have ADO Training on their unit. It is our duty to protect our patients, and if we don't stand up for patients who will? When we fill out ADO, we are sending a clear message to UCDMC to stop putting profits over patient care," said SICU Nurse Rep Cassandra Cooley. Please, contact your labor rep or nurse rep for more information on organizing an ADO workshop for your unit.



California Nurses Association



National Nurses United



UC NURSE ALERT

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

STUDENT HEALTH UPDATE

UC Student Health Nurses Fight Short Staffing as Campuses Reopen

On Thursday October 28th, UC student health nurse leaders held our quarterly committee meeting to discuss recent wins, issues and concerns. On campus, nurses have successfully used collective action to win extra support with Covid testing, allowing them to shift their focus to other important patient care concerns.

While COVID-19 cases have declined on UC campuses, nurses continue to face issues of short staffing and as faculty and student population grows from the return to in-person classes. Student health nurses have reported backlogs in triaging cases and having to delay care due to insufficient staffing and support. However, our statewide student health committee is committed to equipping nurses with the tools they need to fight back against unsafe staffing and dangerous working conditions so they can continue to provide the highest quality care to UC students.

Our next UC Student Health Committee Meeting will be **Thursday, January 27th**. Please contact your CNA labor or nurse representative for more information on how to attend.

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.

UC DIVISION LABOR REPRESENTATIVE CONTACT INFORMATION

UCSD:

Terry Bunting
tbunting@calnurses.org | (619) 516-4917
ex. 3601

Jeff Welsh
jwelsh@nationalnursesunited.org |
(702) 334-2997

UCI:

Angela Kent
akent@calnurses.org | (818) 862-0396

UCLA:

Kadie Manion
kmanion@calnurses.org | (747) 240-8540

Daniel Parades
dparades@calnurses.org | (747) 270-8542

UCSF:

Vero Stead-Mendes
vstead-mendez@calnurses.org |
(510) 457-5396

Julie Tran
jtran@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