



UC NURSE ALERT

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



CNA Nurse Win Fight For and Win UC Match for Upcoming State Retention Bonus

As a result of on going pressure put on the University of California Office of the President (UCOP) by the coalition of UC unions, UCOP announced they will be providing an additional matching payment of \$500 for all eligible employees.

Here are the details:

Full Time Employee Match:

- **Up to \$1,000 state base + \$500 from UC, + up to \$500 match from state (total state payment = \$1500.**

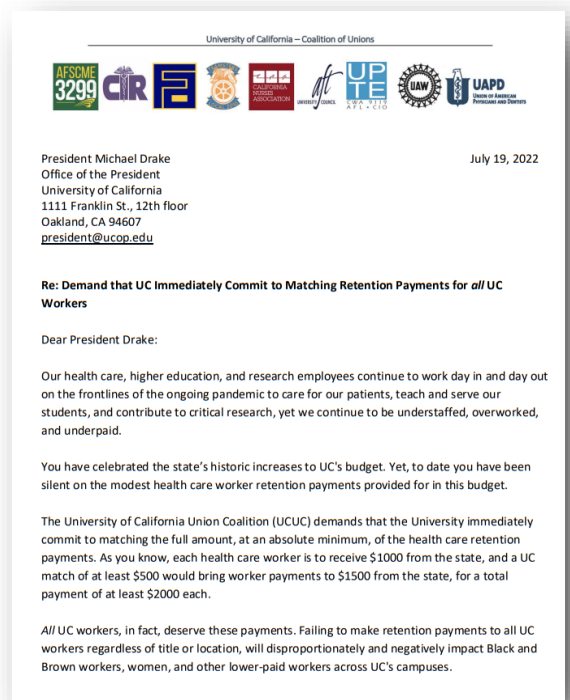
Full-time: an employee must have worked at least 400 hours on-site from July 30, 2022 through October 28, 2022 to receive the state base payment of \$1,000

Part Time Employee Match:

- **Up to \$750 state base + \$500 from UC + up to \$500 match from state (total state payment = \$1250**

Part-time: an employee must have worked at least 100 hours on-site from July 30,2022 through October 28, 2022 to receive the state base payment of \$750

Additionally, an employee must continue to be employed as November 28, 2022 to be eligible for the payment. Please contact your nurse representative or CNA labor representative with questions.



Above: Letter sent by CNA and UC Labor Coalition partners to UC president Drake on July 19, 2022 demanding they commit to matching the State's healthcare worker retention bonus payment.



UC NURSE ALERT

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



CNA Nurses Turn Out for UAW Sisters & Brothers on the Strike Line

SOLIDARITY
with **UAW**

UC's Student
Academic Workers



Earlier this month, over 45,000 UC workers from the academic field who have been fighting for a fair contract for over a year went on strike. CNA nurse leaders turned out statewide to their actions in solidarity.

CNA nurses congratulate the academic researchers and post-doctoral scholars who have reached a tentative agreement with the University, and will continue to ardently support all UAW workers until all workers in their fight for workplace justice!



UC NURSE ALERT

UC SAN DIEGO



GI Nurses Win Backpay



Gastroenterology nurses at UCSD discovered that they had not been receiving on-call pay when scheduled as second-on-call backup. Nurse Rep Travis Wallace worked with the labor rep to file a grievance and compiled schedules and department communications. The nurses in the department listed out all of the dates and hours of on-call pay owed going back approximately 18 months. Initially balking at the grievance and the length of backpay requested, after some back and forth, the University agreed to pay the nurses in full.

Know Your Contract, Know Your Rights:

Click [HERE](#) to view Article 14, Hours of Work which includes the rules for On-Call, Overtime & Comp Time, Breaks, Shift Rotation, Rest Between Shifts & more.

Solidarity is Powerful!

Major Improvements w/Vacation & Ed Leave

As required by the new CNA contract, UCSDH management met with CNA union representatives four times in recent weeks to discuss measures to remove obstacles to nurses being able to use their vacation and education leave hours, as well as other specific issues for NPs and CRNAs. CNA conducted an extensive survey of all nurses to understand the issues and develop proposals. Thank you to everyone who participated! Further discussion on additional measures is scheduled for December

TRANSPARENCY w/TIME-OFF SCHEDULE

Nursing units that do not already use scheduling tools that allow staff to view pending and approved vacation and ed leave requests will need to adopt some sort of system to allow nurses to view them.

SCHEDULING OF TRAININGS to BE DURING SHIFT or MIN 3 HOURS

If a mandatory training cannot be accomplished during a nurse's regularly scheduled shift, the nurses should have flexible options for it. If the only way to accomplish the training is to schedule it on an extra work day, management should combine trainings so that it is at least three hours.

NURSES to HAVE INPUT in TIME-OFF POLICIES

Each unit manager should work with nurses via UBPC, scheduling committees, or special committees to develop fair, clear and transparent time-off policies.

IMPROVED USE of ED LEAVE HOURS

Nurses attending all-day classes/conferences or that are out of town and require a nurse to be off for at least 8 hours will be able to use their education leave hours to cover the entire shift even if the actual content of the program is less than 8 hours that day.

NO MORE UNREASONABLE LIMITS on #NURSES OFF AT A TIME

The maximum number of nurses who can request the same date/shift off will be reviewed to ensure that it is not too restrictive to allow all nurses to use their vacation and ed leave hours. Supervisors and non-nurses will not be included in that count.

APRNs SHOULD NO LONGER HAVE TO FIND OWN COVERAGE FOR TIME OFF

APRNs should not have to find their own coverage for vacation or education leave. Physicians should be trained to cover APRNs who are part of their team.

NO UNREASONABLE LIMITS on #DAYS OFF

Time limits on vacation requests (e.g., max two weeks) will not be imposed. Rather, unit managers will consult with nurses to adopt reasonable guidelines that allow nurses more flexibility while still ensuring that all nurses are able to use their accruals.

CNMs TO BE SCHEDULED WITHIN HOURS of %FTE

Certified Nurse Midwives (and other nurses) should not be scheduled beyond their %FTE (percentage full-time appointment) involuntarily.

NO UNREASONABLE REQUIREMENT to ACCRUE ALL VAC HOURS BEFORE TIME-OFF REQUEST

Nurses will not be required to have all vacation hours accrued before requesting time off. Management will grant tentative approval which will not be revoked as long as the nurse has sufficient hours by the time that schedule is posted.

MANAGERS TO BE TRAINED

Training is being provided to managers and timekeepers on these and other contractual obligations.

UC NURSE ALERT

UC IRVINE



**2022:
OUR
YEAR IN
UNION
POWER
AT UCI!**



By invitation from the Bulosan Center in association with the California Museum of Sacramento, Marlene Tucay and myself attended the private reception & launching, of the “California is in the Heart” exhibit in the state’s capitol.

The exhibit was curated to acknowledge and celebrate the progression of California’s Filipino culture and the profound impact Filipino’s have made in every aspect of California’s social and economic existence. From technology and science, to politics and healthcare, Filipino culture is at the core of California culture. Alongside these exhibited acknowledgements was a Timeline Wall, documenting the historical course of Filipinos in California, from their first settlement on Morro Bay in 1587, to the present day.

Unequivocally, no Filipino exhibit would be complete without showcasing our very own Zenei Triunfo-Cortez, one member of the Council of Presidents of the California Nurses

Association/National Nurses United (CNA/NNU). Zenei is a true hero for both her patients and her community. She has a long tradition of advocacy for the Asian American community throughout the labor movement and beyond. The exhibit and Zenei’s words highlighted the strides the nursing profession has made in improving patient safety and nursing labor legislation under Zenei’s leadership.

Marlene and I were truly honored to spend this day in the company of such powerful women, including Bonnie Castillo, Executive Director of CNA/NN, who herself inspires such passion and conviction and encourages us all to continue to fight against oppression and win to secure our rightful place in history!

~Desiree Mathos, RN



California
Nurses
Association



National
Nurses
United

UC NURSE ALERT

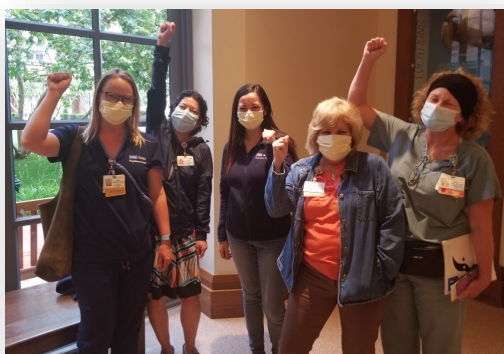
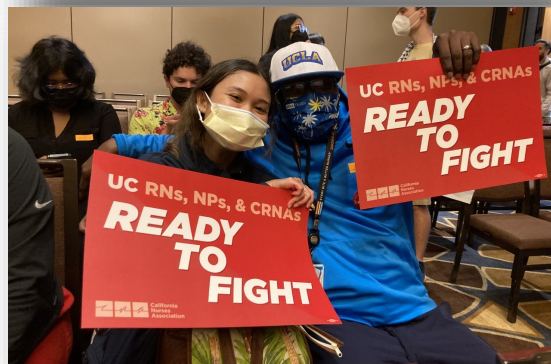
UC LOS ANGELES



UCLA nurses engaged in multiple campaigns throughout 2022, resulting in significant victories in areas of staffing, health and safety, and extra shift bonuses.

Below are the highlights from 2022:

- ⇒ Certified Nurse Midwives joined CNA and won significant wage increases and workplace protections
- ⇒ Nurse Practitioners in 5NW Geriatrics negotiated a restructuring of the unit to acute care
- ⇒ Hematology/Oncology clinic nurses successfully fought for an end to RN drug compounding
- ⇒ UCLA Nurses led the effort to win retroactive EPSL for all UC nurses
- ⇒ Nurses in the Operating Rooms won Surgery Case bonus (effective 3/20/22 - 8/20/22)
- ⇒ PEDs nurses won extra shift bonus (effective 6/26/22 - 8/20/22)
- ⇒ Nurses pushed for and won extra shift differential for all inpatient units (effective 7/10/22 - 9/30/22)
- ⇒ Nurses in the Emergency Departments won heightened security measures
- ⇒ 7N/CCU/COU nurses fought for and won continued monitored tech coverage
- ⇒ 6ICU nurses fought against an unfair weekend sick call policy and won



- ⇒ 5W PEDS nurses fought for and won improved staffing plans for step down beds
- ⇒ The Westwood Postpartum unit started staffing up with a nursery nurse as a result of a CNA Nurse Staffing Review Panel decision
- ⇒ GOU nurses defended their right to wear stickers in the workplace after being told by management to remove them.
- ⇒ UCLA Nurses helped campaign for CNA endorsed State Assembly candidate, Pilar Schiavo, helping her secure a win in a close election
- ⇒ UCLA Nurses stood in solidarity with CNA Nurses at Providence St. John's in Santa Monica
- ⇒ UCLA nurses engaged in multiple solidarity actions with other unions, including UAW academic workers' strike, Committee of Interns and Residents bargaining campaign actions, and the United Farm Workers march to the State Capital for their unionization protection bill.

We plan to build on this momentum in 2023, and continue our fight for safe staffing, break relief coverage, preceptor pay, and workplace safety. When we fight, we win!

UC NURSE ALERT

UC SAN FRANCISCO



Moffit Long OR Nurses Vote No Confidence in their Unit Director



On November 16th, Moffit Long OR nurses handed a petition and firsthand accounts from staff regarding unprofessional behavior to Sandra Wienholz, Director of Perioperative Services demanding management immediately remove Lionel Hoyte, from his position as Unit Director. In addition, nurses have numerous recounted reports of intimidation, bullying and violations of PRIDE values. Mr. Hoyte joined the Operating Room managing team in November 2020 and has made little effort/attempt to resolve the many ongoing issues in the Operating Room. Nurses are deeply concerned with Mr. Hoyte's lack of leadership and inability to uphold UCSF's PRIDE Values.

Nurses have endured a hostile work environment since Mr. Hoyte joined the Operating Room management team, resulting in even lower morale, and in staff not feeling empowered or valued by upper management.

- ⇒ Professionalism & Respect are the first two PRIDE values that encourage positive and courteous interactions amongst one another. Unfortunately, on the morning of Wednesday, October 12, 2022, Mr. Hoyte posted a sign on the OR Break Room door that was dismissive and unpleasant. He assumed all staff took their "additional break" when completing online modules from 0700-0800 and demanded staff to talk to him before obtaining a break before lunch. This sheer denial of nurses' 15-minute rest periods is against the law!
- ⇒ Notified the Union of a change to shifts start/end time without providing specific reasons - demanded nurses shifts start and end 15 minutes earlier, for so-called "operational efficiency". No specific reasoning was provided for this change. No discussions took place. Some nurses will be unable to drop off their children at school or UC-sponsored childcare, and make it to the OR for this new arrival time.
- ⇒ Excessive and intimidating Investigatory Meetings. Mr. Hoyte has continually demanded investigatory meetings, in many cases for issues that need not be dealt with in a punitive manner. This has added to a drop in morale and a culture of blame, and nurses are afraid to bring up issues that may be helpful to the unit in the long term

It has been the nurses and staff who have kept the department afloat and kept patients safe. We demand that you act now and remove Lionel Hoyte from his current position as the Operating Room Director. This department deserves to have a director who will appreciate staff, make an attempt to understand the history of this unit, and provide much needed guidance toward making the Operating Room a more harmonious workplace. Mr. Hoyte is not this person. OR nurses and staff will continue to work on escalating concerns until leadership take accountability.

LPPI Nurses Demand Safe Staffing: Break Nurse and CPI Training

Langley Porter (LPPI) staff and nurse have been fighting for safe staffing by demanding resource/break nurse and Crisis Prevention Institute (CPI) training for all staff. LPPI staff had multiple meetings with local and upper UCSF Management. During a PPC meeting LPPI nurses stressed the staffing and training demands to UCSF management including CNO Pat Patton. There was no immediate response so nurses took action by filling a petition and making a flyer for the unit demands. Pat Patton and local department management agreed to meet directly with LPPI nurses and agreed to the 8-hour break nurse and to CPI train all LPPI staff. While nurses appreciate the commitment to the break nurse and a CPI training, nurses will continue to hold management accountable until the demands are fully met.



UC NURSE ALERT

UC DAVIS



CNA Nurse Leadership Reflections on 2022

We ratified a historic contract! As leaders in our union, we understood and were excited about the importance of educating members on our tentative agreement and mobilizing them to vote. The voices of our nurses were heard, and over 95% of UC Davis Nurses voted to ratify the contract. Remember, starting in January 2023 we will receive a 6% increase; this could only be done with our strong union power!

This year we also focused on leadership development. We know that to be able to win for our nurses we must have strong leaders in each unit. In 2022 we like to highlight the recruitment of new leaders in the following areas IR, ED, PACU, and Davis 8, to name a few. Also, the Nurse Practitioners organized and gained A Nurse Practitioner Representative. This has been instrumental to being able to discuss the side letter of agreement that were bargained in our contract. We also have contact in most of our units so that if the boss engages in bad behavior, we can organize the nurses and move them into action. CNA leaders have been engaging in multiple visibility actions including tabling and flyering, and engages in escalation campaigns which have led to more leaders engaging in our union. Now when our members have a problem, or issue in their unit they know they can contact their Nurse Rep and we can immediately mobilize, organize, and fight back.

This year at UCD we have done great work and we are ready to continue the fight! When nurses come to their union, we have been able to move them into action. We will continue developing leaders, engaging with our members, and fighting back. Our Nurse reps and leaders have come a long way, we understand the power of leadership development and organizing, and we will not stop fighting for our nurses and our patients. Going into 2023 we continue the good work of our union!

If you want to get involved contact Chief Nurse Rep [Melissa Johnson-Camacho](#) or your Labor Representatives.



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.

