



# UC NURSE ALERT

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




**JANUARY 13  
CNA/NUU  
DAY OF ACTION**

---

**UC Nurses joined thousands of CNA/NUU RNs from across the nation to demand the industry staff up for safe patient care!**



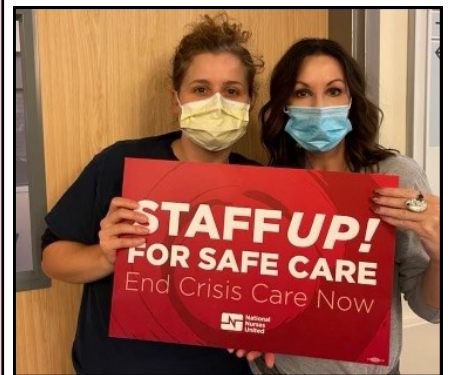




## Final January Pay Increases of the Current Contract Are Here!

During the last contract bargaining cycle, UC nurses won a 3% increase to take place every January for the life of our contract. The last of those pay increases should have hit your paycheck on January 19th! All UC nurses covered by our contract are entitled this union-negotiated raise. In July 2022, career nurses may qualify for an additional 2% raise based on years of experience and wage step placement. Click [here](#) to review current steps and wages for each location.

As we continue to prepare for the next round of bargaining, membership in your union has never been more important. Our ability to win important improvements in staffing, health and safety and wages lies in our collective power—we can't do it without you! If you're not sure about your CNA membership status, take a moment to fill our [electronic membership form](#) or check with your labor rep or nurse representative.



## UC RACIAL JUSTICE COMMITTEE UPDATE



For the last few months members of the UC Racial Justice Committee have focused on creating a survey to address racial and gender inequities within the UC system in preparation for our bargaining this year. The survey will help the union determine what should be prioritized during bargaining of our new contract. The survey will focus on how to identify the racial and gender bias in their practice. Additionally the survey will give UC nurses the tools and guidance they need in order to identify opportunities and next steps for applying concepts and strategies to fight back against inequity within our units, facilities, and our communities.

By exposing racism as a public health crisis, the massive anti-racist uprisings of 2020 also reminded us that the historic struggle for racial justice has a profound impact on how we understand and produce social health and wellbeing. The objective of the UC Statewide Racial Justice Committee is to empower nurses to exercise our values at work, at home and in our streets. The work to reimagine a society premised upon racial, social, economic, gender, and environmental justice, increases *all of our* patients' ability to achieve and maintain optimal health and to live rich and full lives.

# UC NURSE ALERT

UC SAN DIEGO



## NEW PATIENT TRANSPORT TEAMS!

After multiple discussions between the nurses on CNA's Professional Practice Committee at UCSD and nursing management, the Chief Clinical Officer announced on 12/9 that our proposal for 24/7 in-house patient transport teams would go to the UCSDH exec team for approval in January. This has been an ongoing fight to secure adequate staffing for safe patient transport. During our contract negotiations in 2017-18 it was apparent that UCSD was the only facility among UC medical centers that did not have dedicated staffing for patient transport. By not planning for patient transport within the hospital, the effects have been felt in a number of ways, especially as it results in delayed procedures and inadequate coverage while a nurse needs to leave the unit. One unit in particular conducted a study and showed just how acute the problem was. UCSDHS then hired transport nurses, but only during day hours and primarily at La Jolla. Our Professional Practice Committee (PPC) has continually pressed the need for patient transport staffing 24/7 at both Hillcrest and La Jolla. This latest announcement by Nursing Administration is welcomed, at long last. We will of course continue to monitor and make sure it is carried out and sustained.

### MEASURES SOUGHT TO AVOID ABUSE OF SURGICAL CALL TEAMS

Nurse representatives from perioperative areas and Anesthesia met with management Dec 9<sup>th</sup> to discuss the over-stretched units and inappropriate use of call teams that has had negative consequences, including trauma bypass and nurse burnout. Management is moving to hire staff for surgical/perioperative units for later shifts and weekends as a way to handle the high volume of cases while holding call-teams in reserve only for urgent cases. Management is also seeking to establish a system for evaluating the level of cases in order to avoid use of call teams for non-urgent or elective cases. These and other measures will be discussed further in January.

### COVID Screening for VACCINATED OUTPATIENTS

After the Union protested the unsafe practice of not screening patients in outpatient settings and reporting numerous incidents that resulted in outbreaks, management agreed to begin COVID screening for vaccinated outpatients undergoing procedures under sedation following persistent lobbying by CNA nurse representatives about both exposure and bad outcomes for patients. The screening began the week of Dec 20<sup>th</sup>.



### SAN DIEGO RNs TURN OUT FOR MEDICARE-FOR-ALL

On Saturday January 8, Nurses from UCSD and the San Diego community joined together at a press conference and a car caravan through the city to alert the public and officials of the urgency to pass Assembly Bill 1400, known as CalCare. Rachelle Compton said, "I have seen patients die prematurely because they couldn't get the care they needed." This bill would provide important protections and fill the gaps that prevent many Californians from accessing necessary health care. Please call your Assembly member and urge them to vote YES on AB1400 CalCare!



California Nurses Association



National Nurses United



# UC NURSE ALERT

UC IRVINE



## A Look at the Year Ahead From Your CNA PPC Co-Chairs

I will start by saying the nurses here at UCI have and will continue to fight and make management recognize our immeasurable value. The dedication and strength we have sustained to support and take care of our patients and community at this time is heroic and will continue throughout our careers. Therefore, we must start to realize and assert our value by standing up and fighting for our patients and our careers. But despite the adversities we have consistently stepped up. For some of us, asserting ourselves to the organization is what we do and it shows in our solidarity. Remember none of us are alone in this fight for a better working condition and supported by a family of more than 17,000 UC nurses. We are a union and together we can take on all challenges, powered by our collective dedication to what we know to be true. We have earned the security of our pension, we have proven that our contributions deserve more compensation, and we have suffered too long from chronic understaffing. So now is the time to be resilient and be union nurse strong so that we can continue fighting for our patients.

- Greg Kendall, UCI CNA PPC Co-Chair

Hello UCI Nurses! What a wild ride these past 2 years have been for us. From braving the isolating grip of COVID, to seeing the wins nurses have gained with our perpetual unified voice.... we've been hard at work! With the close of 2021 and the eminent end of our current contract, we'll naturally glimpse back, but then we must resolutely look forward. What vision do I entertain for nurses in 2022? What is worth standing up for? Together as a union we have the inextricable power to negotiate for better working conditions. We've seen it happen many times and it wasn't easy, but we saw that it's certainly possible. What I dare to envision for UC nurses in the coming year is an unbridled outpouring acknowledgment of the nurse's value. It must be understood that we are the vital heartbeat of all hospital operations. To substantially value nurses and place worth to the critical function they serve could only be a positive. How could nurses feel valued more in their work for UCI? The powers that be must spotlight and prioritize adequate staffing and alleviating the systemic burn out nursing is currently experiencing. Safe environment is non-negotiable and must be provided for 24/7 and to respect the teaching facility mission is to have higher education reimbursements for nurses. It's a win, win situation. Nurses love their jobs. Nurses wish to work. Nurses are dedicated to the work and our sense of pride stems from the ability to be the best we can be for our jobs, ourselves, & our patients. How wonderful would it be if the nurses value meter was meaningfully raised. Dare to envision this! Because it's certainly possible! Thank you nurses for persevering.

-Desiree Mathos, UCI PPC Co-Chair



On Tuesday, January 11, 2021 six UCI nurse leaders met with Congresswomen Katie Porter to provide first hand stories of the on-going crisis on the ground. Nurses spoke to the emotional and physical fatigue based on the unsustainable staffing shortages that put patients and nurses at grave risk. Even before this pandemic began nurses have been pushing UCI management to staff every unit safely yet UCI continued to put profits over patients and staff at a bare minimum despite the consistent demands from the nurses. Congresswoman Porter was fully engaged and interested in what the nurses had to say, asking great questions and committed to working collaboratively with the nurses to help resolve these chronic issues that greatly affect the community she's elected to serve.



California Nurses Association



National Nurses United

# UC NURSE ALERT

UC LOS ANGELES



## UCLA Strengthens the Union in the Face of Short Staffing as UCLA Hires RNs



CNA nurses have made the fight for safe staffing our top priority and over the last year, we have raised our concerns and demands around the recent staffing crisis to UCLA Management in every meeting we have had with them, nurses have filed hundreds Assignment Despite Objection (ADO) forms, and have engaged in numerous actions for safe staffing.

Through the pandemic, nurses have suffered from chronic short staffing, creating unprecedented stress on nurses beyond life in the new normal under COVID. Despite these hardships, UCLA has finally started to turn things around. In the final quarter of 2021, UCLA hired 254 nurses and 216 of those nurses elected to become members of the union. With an 85% success rate using a combination of virtual and in-person new employee orientations, the strength of the union grew at UCLA.

After months of nurse leaders fighting for safe staffing, UCLA has largely followed through on its promised hiring plan. UCLA still plans to fill more open FTEs to meet the needs of nurses retiring and leaving UCLA for other prospects, and to add additional FTEs to most units.

In coordination with the union and nurse leaders, the University implemented this hiring plan rapidly, and the union was able to speak directly with new hires virtually and during in-person meetings in the days following virtual sessions. As the contract campaign looms on the horizon, there is no doubt that a stronger union at UCLA will help nurses provide quality patient care and prepare to fight for a fair contract!



California Nurses Association



National Nurses United



# UC NURSE ALERT

UC SAN FRANCISCO



## Article 16 Health & Safety Win for Mission Bay C6 nurses!

This victory has been a much-anticipated win for nurses at the MB Pedi Acute Hem/Onc. Concerns regarding management's failure to properly inform staff and enforce the proper disposal of non-chemo hazardous drugs in the unit had been an issue since 2019. When answering call lights and helping patients who are not assigned, staff were being exposed to hazardous meds while handling bodily fluids/waste. We found this concerning and especially while we had nurses and staff pregnant, breastfeeding and trying to conceive.

Back in 2019 when our nurse rep in C6 inquired about usage of proper PPE when handling bodily fluids of patients having received reproductive medication, she was told PPE was not necessary when handling bodily fluids of patients having received a "reproductive risk" medication and therefore universal precautions was appropriate for all caregivers. We know that this was a lie and that all staff handling reproductive non-chemo drugs should always wear the proper PPE.

Not placing the "hazardous medication precaution" signage on the bathroom doors for non-chemo hazardous drugs was dangerous and placed many staff at risk. Furthermore, Appendix B in the hazardous medication safe handling policy states, "Hazardous medications within the reproductive toxins category: personnel at reproductive risk should wear all PPE as described above for hazardous medications."

After numerous emails, follow ups and meetings, the union was finally able to pressure management to address these ongoing concerns for nurses and all staff and place the new non-chemo hazardous signage on all bathroom doors as well as reeducate staff of the dangers of not properly disposing of these non-chemo drugs. Management has also agreed to provide proper PPE for disposal of all reproductive toxin precaution signage.



## Fixed Shifts: UCSF RN's win fight over variable shifts

Over the last month UCSF started to implement fixed shifts throughout the medical center. During the last round of bargaining between The University of California and the California Nurses Association, nurses won contract language restricting management from forcing nurses to work variable shifts. UCSF RNs have continued to demand UCSF management follow the contract; UCSF is the last UC medical center to roll out fixed shifts.

On December 9<sup>th</sup> nurse leaders met with UCSF management to demand answers to questions posed by the membership and On December 15<sup>th</sup> there was nursing townhall where nurses address a number of questions and concerns about 'fixed shifts'. If you were unable to attend but would like to review the recording, you can [access it here](#).

To ensure nurses are assigned the shift they prefer, nurses must fill out a "shift preference form" and select their preferred shift. Once nurses have their preferred shifts, units will post open positions with the shift day or night and no longer be variable. shifts Nurses can still rotate between shifts on a **voluntary basis**. It is important that nurses continue to monitor potential contract violations and work together to hold management accountable.



California Nurses Association



National Nurses United

# UC NURSE ALERT

UC DAVIS



## Heart Center Nurses Stand Up to keep Patient Care a Priority

Nurses in the Heart Center have experienced patient safety issues and departmental dysfunction over the past year. Managers and directors of the department supervised and directed under chaos and intimidation which impacted the nurses and patients in the heart center. The heart center nurses reached out to CNA nurse rep Jenny Managhebi and started a year-long relationship of representation and organizing for patient safety.

On November 9, acting Director Julie Klymas told two CN IV nurses that their schedule would change from 4/10's schedule to 5 days a week, with an "8-5, business schedule" in a meeting with HR. Nurses explained that such a schedule would result in patient care deficits, and implementation was in violation of our contract. Klymas' disappointing response was that she planned to stand by her decision. Nurses continued to feel intimidated and worried their jobs were being threatened.

CNA nurse representatives Jenny Managhebi and Melissa Johnson-Camacho quickly moved to schedule a meeting with all parties involved. The Heart Center nurses opened their presentation with patient safety concerns of delays in care leading to patient and provider frustration. Nurses spoke on violations of our contract such as insufficient work schedule changes, consistent denials of holiday and vacation request, improper job classification changes, bullying nurses, intimidating tactics by following nurses around and standing behind doors listening to conversations. Ultimately, the nurses did not feel valued at their jobs and the acting director created a hostile work environment.

During the meeting management told both parties that the CN IV position was to be eliminated. This was new information to both our union and labor relations. Later in the week nurse reps met with Toby Marsh and he cleared up the misinformation and said it was not the case. We raised all these issues to labor relations over the month of November and again in the December meeting. At the meeting in December Labor Relations announced that Julie Klymas left UCD in December and they will be meeting with the nurses and the new director to discuss any new changes and include the nurses in the creation/implementation of any new practice in the department. The nurses stood together and teamed up with nurse reps to experience the power of their union and solidarity to see a victory!

## UCDMC Fails to Expand RN Holiday Banks

Since September of 2021, CNA has demanding that UC Davis expand nurses' holiday bank hours by 75%, in line with other UC facilities. After assuring CNA nurse leadership that such an expansion was a strong possibility, Employee & Labor relations backtracked, saying that "expanding the holiday bank hours will be a financial burden because UC nurses will receive a wage increase in January." Nurse leaders are profoundly disappointed in Employment & Labor Relations' failure to act. As we move forward in the new year, the University must take a stronger role in supporting nurses. Nurses are experiencing unprecedented levels of moral distress at UCDMC; management must recognize they are short-staffed and do not have enough staff to allow time off during the holidays. UCDMC must stop giving excuses and follow through with the expansion of our holiday bank!



California  
Nurses  
Association



National  
Nurses  
United



## 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.



## CNA 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 Paredes**  
dparedes@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