



UC RNs, NPs, and CRNAs are Ready To Fight!

The contract between the California Nurses Association and the University of California expires on October 31, 2022. As we prepare to go to the bargaining table we first must identify and prioritize our bargaining demands.

Please fill out the bargaining survey — scan the QR code or follow the link below. The deadline to fill this out is April 30th.



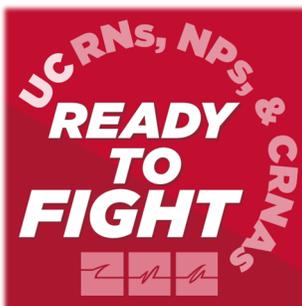
nnu.org/uc-bargaining-survey

CNA—UC Statewide Day of Action

UC nurses will demonstrate our collective voice during a statewide day of action at all UC Medical Centers. We will send UC management a powerful and united message that we are ready to fight and win the strong RN contract that UC nurses and our patients deserve.

WEDNESDAY, APRIL 27

- * UCSD La Jolla: 6:30am-8:00am
- * UCSD Hillcrest: 6:30am-8:00am
- * UC Irvine: 12:00pm-1:00pm
- * UCLA Westwood: 6:30pm-8:00pm
- * UCLA Santa Monica: 6:30am-8:00am
- * UC Davis: 11:00am-12:30pm
- * UCSF Parnassus: 6:30pm-7:30pm





CNA/CHEU Introduces Meal and Rest Break Legislation for Public Sector Employees

→ Nurses and health care workers are demanding that the hospital industry prioritize patients over profits — ensuring all public sector workers in a health care setting are entitled to meals and breaks, and if the employer fails to provide coverage, then the employee is entitled to meal and break penalty pay for time worked. As public sector nurses and health care workers, we work with the most marginalized communities. Currently, California law discriminates against public sector health care workers by providing penalty pay only in the private sector. CNA and CHEU have sponsored legislation that will correct this injustice and improve the working conditions and patient care standards that public sector health care workers and our patients deserve.

→ **Penalty Pay SB 1334**, introduced by Senator Bradford, will require public sector hospitals that fail to provide an employee adequate meal period and/or rest period to pay one hour of pay at the employee’s regular rate of compensation for each workday that the meal or rest period is not provided. This disincentives hospitals from creating staffing models that fail to account for sufficient rest time. Contact your labor rep if you want to get more involved in our meal and break campaign!

→ Please take a moment to complete a brief survey about your current experience with meals and breaks at your public sector facility.



Interested Getting Involved with the Bargaining Process?
Join the Facility Bargaining Council

As contract negotiations heat up, Facility Bargaining Council (FBC) members will play a critical role in keeping UC nurses organized and informed about what is taking place at the bargaining table. FBC’s will meet 1-2 times per month throughout our contract negotiations where they will receive important updates and information to bring back to the nurses on their units. For more information, contact your nurse representative, CNA labor representative or email UCdivision@calnurses.org.



UC NURSE ALERT

UC SAN DIEGO



Clinical Ladder Criteria Modified

Nurse leaders continue to ensure criteria is feasible and fair

The UCSDH Cabinet confirmed that the union's recommendations to ease CN3 maintenance criteria were approved. The criteria will be less rigid than what was originally proposed. CNA's PPC maintains our position that requirements for CN3 & CN4 maintenance activities must be reasonable and accomplished on paid time.

Nurse leaders have heard from many nurses who report they do not have equal opportunities to accomplish the necessary activities for maintenance criteria. In particular, night shift nurses often do not have the same opportunities as day shift. Criteria such as performing as charge nurse or preceptor can be unilaterally blocked by managers. The CNA PPC at UCSD adopted the following position on clinical ladder maintenance criteria:

RNs shall make a reasonable effort to accomplish maintenance criteria activities during scheduled shifts. Managers shall grant paid release time to accomplish maintenance criteria activities. A nurse may volunteer to accomplish maintenance criteria activities during time off while on paid status. Nurses may utilize projects and activities that are not listed in the criteria, but which fall under the general categories, for their annual maintenance review.

If you have any issues with your maintenance criteria, please let us know!

UCSD Nurse Reps Advocate for Better Conditions, Keep Co-workers Updated



Despite the pandemic, CNA nurse reps continue to fight for improved working conditions and fairness on the job. If you need a rep to talk to or have an idea for an informational flier let us know! We can arrange group zooms as well as one-on-one confidential meetings.

Nurses Demand 24/7 Self Testing

Recently the hours of COVID testing for staff were scaled back at UCSD Health. Given the fact that testing was generally handled by self-swabbing, and that health care professionals need to test frequently, the UCSD Professional Practice Committee pressed HR to make self-testing available. UCSD administration confirmed that they are now moving to organize 24/7 access to COVID self-testing. This will be a big improvement for all nurses, especially night shift nurses, per diems and part time nurses. Please contact your nurse representative or labor representative for more information on implementation.



California Nurses Association



National Nurses United

UC NURSE ALERT

UC IRVINE



CNA NURSE LEADERS WIN IMPROVED WORKING CONDITIONS

In recent months, CNA nurse activists at UCI have fought for and won the following Improvements :

- ◆ **Staffing** - Throughout the COVID-19 pandemic safe staffing continue to be a critical issue across UCI. Through our union we have demanded UCI management take the necessary steps to recruit and retain the nurses needed for safe staffing throughout UCI. The university has started moving on the staffing issue by posting 36 additional FTEs in out SPPO/float pool unit.

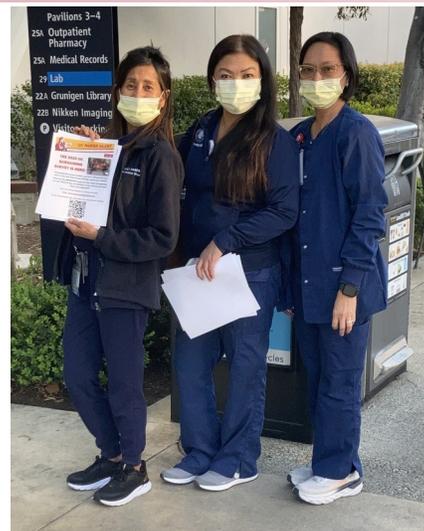


- ◆ **Protection of Nurse-to-Patient Ratios** - UCI nurses continue to fight to maintain safe staffing ratios – as strong patient advocates we will not back down and will continue to hold management accountable so we can provide highest standards of care. Several units have had issues with maintaining ratios during meals and breaks. Nurses do not want to put patient care or their license at risk and we demand that every unit have a break nurse that is assigned only to provide safe meals and breaks. UCI management has agreed to work on this issue through staffing committee that will include CNA represented bedside nurses.
- ◆ **NP III Clinical Ladder** - Many NP IIs have had issues with advancing through the clinical ladder. UC management has made it difficult to become a NP III. UCI nurses have organized a campaign demanding improvements and management is now working with CNA APRNs to create a NP III ladder that is achievable. Please check with your CNA nurse representative or labor representative for updates and details.

ED Nurses Win New Positions

After months of fighting for safe staffing and demanding the highest level of patient protections, UCI nurses on the CNA Professional Practice Committee (PPC) and ED nurse activists successfully got UCI nursing management and the CNO to agree to add **10 additional part time positions in the ED!** To address the chronic short staffing crisis at UCI, management was forced to pay bonuses to entice nurses to pick up extra shifts and not leave the bedside altogether. We know this is not how we fix our short staffing crisis.

Management's inability to adequately plan were felt in multiple ways from delay in care, to extreme burnout and fatigue. Our PPC has continued to put pressure on management for additional staff. This recent staffing win is a direct result of the ED nurses never backing down in their fight to protect their patients and their profession.



California
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UC NURSE ALERT

UC LOS ANGELES



GOU RNs Defend our Right to Wear Union Pins and Stickers

NOTICE TO EMPLOYEES
POSTED BY ORDER OF THE
PUBLIC EMPLOYMENT RELATIONS BOARD
An Agency of the State of California

After a hearing in Unfair Practice Case No. LA-CE-1256-H, *California Nurses Association v. Regents of the University of California*, in which all parties had the right to participate, it has been found that the Regents of the University of California violated the Higher Education Employer-Employee Relations Act (HEERA), Government Code section 3560 et seq.

As a result of this conduct, we have been ordered to post this Notice and we will:

CEASE AND DESIST FROM:

Interfering with the protected rights of employees and California Nurses Association by prohibiting employees from wearing stickers bearing union messages and insignia.

Dated: _____ REGENTS OF THE UNIVERSITY OF CALIFORNIA

By: _____
Authorized Agent

THIS IS AN OFFICIAL NOTICE. IT MUST REMAIN POSTED FOR AT LEAST THIRTY (30) CONSECUTIVE WORKDAYS FROM THE DATE OF POSTING AND MUST NOT BE REDUCED IN SIZE, DEFACTO, ALTERED OR COVERED WITH ANY OTHER MATERIAL.

On January 13, 2022, nurses throughout UCLA in Westwood and Santa Monica wore CNA buttons and stickers with the message “Staff Up! For Safe Care.” In the Gonda Observation Unit (GOU), nurses were instructed to remove their pins and were told they were not allowed to wear union buttons while at work.

CNA responded to this violation of nurses’ protected rights to engage in union activity with a cease-and-desist letter. In fact, on December 21, 2018, as part of an unfair practice charge filed by the California Nurses Association at UCSD, the Public Employee Relations Board (PERB) upheld this right and ordered the University to post a notice about this decision. Eventually, the GOU unit managers informed the nurses that they had a right to wear CNA buttons and stickers. When nurses stand together and fight back, they can defend their rights and show their collective strength!

PTU/PACU Engaged in Fight Over Safe Staffing and CA Ratio Law

In Santa Monica, nurses in the Post Anesthetic Care Unit and Procedure Treatment Unit (“PTU/PACU”) have been pushing back on a staffing policy that orders nurses to be out of ratio with patients requiring post-anesthesia care. UCLA does not believe it is in violation of California Code of Regulations Title 22, where the nurse-to-patient ratios are written into law, which reads:

The licensed nurse-to-patient ratio in a post-anesthesia recovery unit of the anesthesia service shall be 1:2 or fewer at all times, regardless of the type of anesthesia the patient received.

UCLA believes that by following American Society of Peri-Anesthesia Nurses [“ASPAN”] national standards, and by being a mixed unit, that it can increase the ratio to 1:3. The union sent a cease-and-desist letter on November 10, 2021 and nurses in Santa Monica’s PTU/PACU continue to push back and enforce the nurse-to-patient ratio law that their own union fought for.

The California Nurses Association drafted and sponsored this law, supports all efforts to defend nurse-to-patient ratios, and seeks to increase the strength of nurses by endorsing national



California Nurses Association



National Nurses United

UC NURSE ALERT

UC SAN FRANCISCO



UCSF RNs Stand in Solidarity with Striking Seton Nurses

On Wednesday, March 30th Seton RNs held an historic one-day strike to demand hospital management adhere to safe staffing laws. “Throughout the ongoing Covid pandemic, nurses have had to fight management for safe staffing” said Michelle Kubota, RN, PPC member, Nurse Rep. “

UCSF nurse leaders came and joined the Seton RNs on the picket line and sent photos expressing our solidarity. We know that unity, organization and collective action is how RNs win a strong union contract.



UCSF LPPI Nurse Rep Speaks on Workplace Violence at COEH Symposium



Roselyn DeLeon-Minch, National Nurses United Industrial Hygienist led a panel of three CNA/NUU nurses in a discussion about our experiences with Workplace Violence and Safety during the COVID 19 Pandemic at symposium with The Center for Occupational and Environmental Health (COEH). The panel included 3 CNA nurses, an ED RN, a Med-surge RN, and a UCSF Psychiatric RN, Rachel Cohen-Cepeda. Each nurse shared their stories of the impacts of the COVID-19 pandemic on staffing and patient safety issues. Nurses on the panel agreed safe staffing and education of staff are the best ways to prevent and respond to workplace violence.

Nurses discussed how violence and aggression towards nurses occur throughout the medical centers. One of the problems is there is no acuity ratings built into our electronic charting systems for Workplace Violence. Nurses have continually demanded effective reporting systems to all levels to UC leadership. Nurses also shared personal stories about Workplace Violence, Rachel shared about being a first responder to several incidents of severe assault and battery in the department, including how fellow nurses' and MDs have been severely injured by a patients, “In LPPI we often experience multiple incidents of workplace violence during a single shift, and several of the staff I work with now have had to take time off from work to recover from workplace violence incidents”

Nurses also gave personal examples of fights against the employer. Nurses at UCSF rallied together to fight for the use of N-95s and PPE stockpiles to keep staff and patients safe. Additionally, Psychiatric patients often must surrender their clothing upon admission because belts and strings are not allowed in the Psychiatric Unit. UCSF had no hospital scrubs for our patients in the Psychiatry department for a few months during the COVID 19 pandemic. Union nurses addressed this directly with UCSF Health and Safety Officer and we got scrubs for our patients!

“It was an honor to speak at the COEH Symposium and I encourage all nurses to continue to advocate for safety.”

-Rachel Cohen-Cepeda



California Nurses Association



National Nurses United

UC NURSE ALERT

UC DAVIS



NURSES RAISE PATIENT SAFETY CONCERNS AS ADULT INFUSION MOVES TO OPEN 7 DAYS A WEEK

Most nurses that work in the ambulatory setting know that they have a different schedule than the nurses working inpatient. However, we know that cancer patients need additional care and Cancer Center Nurses are proud to provide that care. UCD Adult Infusion management is proposing to open on Sundays and requiring nurses to make themselves available for 3-weekend shifts per month. While we understand Adult Infusion “is expanding hours of operations to meet the increasing demands of the oncology patient population and to decompress the inpatient unit and Emergency Room” it is also critical that management hire additional staff to ensure that patients receive the high standards of care that they deserve.

On March 30, Adult Infusion Center nurses took part in a meet and confer process on management’s intent to expand the hours of operation for the Infusion Center. Nurses understand that infusion patients will benefit from the expansion of hours of operation. However, management must understand that to provide safe patient care, the dept. must be fully staffed. The nurses

were clear on their demand for safe staffing as the infusion center does not have enough staff to safely open on Sundays.

Nurses raised concerns about the lack of ancillary staff on the weekends. Without the proper skill mix on the weekends it is extremely difficult for nurses and it impacts patient care when we are short staffed and without the full team of caregivers needed to provide the quality care that our patients deserve.



Management stated that they want work with the nurses and to have a smooth transition for the expansion of hours. They also stated that they want to mirror inpatients. CNA nurses asserted that in order to meet the needs of the patients and to have a smooth expansion, the infusion center must have adequate staff for expansion, compensate the Infusion Center nurses with evening shift differential, and be as flexible as possible with nurses as they transition to the new hours. We love and care for our patients. Our number one priority is safe patient care.



East 4 Nurses Win Improvements in Workplace Violence Prevention

Nurses on East 4 have been fighting for safer working conditions since before the pandemic and have won the following improvements:

- Workplace violence posters have been posted by UCDMC management at the entrances and by the elevators speaking to an innovative approach in dealing with violent patients, families, and friends towards staff.
- East 4 nurses demanded and got training on how to deal with violent patients on the unit
- The UC Davis B.E.S.T. (Behavioral Escalation Support Team), which went live for the first time in 3 years to give the proper training to nurses to manage violent interactions with patients.

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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.

Join your fellow UC nurses from all over the state at our monthly CNA RN virtual townhall every third Tuesday of the month at 5:00 pm!

To join, use the following zoom link:

<https://zoom.us/j/98535225309>

Or by scanning the QR code with your smartphone camera:



SOLIDARITY

