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## UC Bargaining Alert #10

# UCI RNs Blow the Whistle on Budget-based Staffing Mandates

Bargaining for the CNA contract continued at UC Irvine (UCI) Medical Center on August 21 through 23. Continuing the statewide trend of large turnouts in support of CNA bargaining goals, over 250 UCI RNs attended the negotiations. This brings the total bargaining days up to 28, beginning in late March.

Yet again, the session was without much development since the parties had very little face time even though the CNA bargaining team continued to be ready and available to meet. Yet again, CNA offered multiple sets of further dates to bargain but UC could only confirm its availability for one (1) of the sets of dates offered at this time.

### UCI NURSES SPEAK OUT

Three UCI RNs from the Surgical Step Unit (SSDU) came forward to blow the whistle on UCI's latest mandate to curtail incremental overtime in critical care units and the pressure from nursing supervision to work off the clock to complete patient care needs, despite state and federal law requiring that all employees be paid for all time worked.

Speaking out for themselves and their colleagues statewide, they gave detailed testimony of the needs of their patients in many situations that lead to incremental overtime. One of the nurses reported having had a conversation with her nursing supervisor who agreed that in the circumstances presented to her, the overtime was necessary. Another nurse honestly spoke of the manager's pressure to not incur overtime leading her to clock out and continue working to complete the documentation and other tasks at the end of shift. The CNA nurse rep for the unit testified that the nursing supervisor for the unit confirmed that she was aware that many nurses on the unit were working off the clock due to UCI management's new mandate to not incur incremental overtime.



*UC nurses march on the UCI CNO to confront the industry's secret of RNs having to clock out then go back to work for free.*

### CNA DEMANDS PATIENT NEEDS STAFFING, NOT BUDGET DRIVEN MANDATES, MARCHES ON UCI CNO

Following the nurses' presentation, CNA demanded that any warning letters issued to the nurses in these cases be rescinded, and that the nurse who had testified to working after having clocked out be paid for the time worked off the clock.

Since the UCI Chief Nursing Officer (CNO) yet again did not attend CNA bargaining, a group of UCI nurses joined by the CNA bargaining team marched on her office the following day to speak to her directly about the issue. In the conversation that followed, she admitted that "incremental overtime was a *fact of life in patient care*." She also stated that *she did not want any nurse to work off the clock, ever*.

### BARGAINING SCHEDULE: OCTOBER 21-23

(Location to be determined)

We are continuing to press UC for earlier bargaining dates.

### WHAT YOU CAN DO TO HELP WIN A GOOD CONTRACT:

Stay Informed. Sign up your co-workers for CNA email alerts (see below). Post and help distribute CNA literature in your unit. For more information, contact your CNA nurse negotiator, nurse rep, or labor rep. To receive bargaining updates, email your name, facility, unit, and private email address to [UCDivision@calnurses.org](mailto:UCDivision@calnurses.org).

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CNA CONTRACT IS NOW  
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**A Voice for Nurses. A Vision for Healthcare.**