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President's Message

With our recent election of three new officers, we've taken another historic step forward as a union. At our founding convention, the delegates elected four officers. After that, and at each convention since, we have elected two officers, in rotation, to four year terms. In 2006, delegates endorsed a plan to reduce the number of officers from four to two. However, as our membership continues

to grow and diversify, our Executive Council, the Board of Directors, and now the delegates to our 2013 special convention decided that it makes sense to expand the officer leadership as well.

Now I'm pleased to welcome to our union's leadership team: Executive Vice President Denise Duncan, RN; Treasurer Jettie Deden-Castillo, NP; and Secretary Charmaine Morales, RN. Denise brings the deep knowledge and experience of almost thirty years' activism and staff representation to the board. She's been on many bargaining teams and will be my worthy back-up as Executive Vice President. Jettie brings passion, decades of professional experience, and a breadth of knowledge as an activist and union leader to the Treasurer's

solemn fiduciary responsibilities as CFO of the union. Charmaine, though a new leader in our union, brings energy and a fresh perspective.

This group of talented and committed new officers will only enhance the leadership team. Meanwhile, the essential work of our union remains unchanged: improving patient care; enhancing the working conditions and professional status of all our members; increasing the awareness of our elected officials and the public of the important role our members play in providing quality health care, and growing our union by adding new members. Behind the scenes, our legal team will continue racking up their impressive win record protecting the rights of members and prospective members alike. We do this as always in service to our patients, our profession, and our future.

In unity,



United Nurses Associations of California
Union of Health Care Professionals

Denise Duncan, RN, Elected UNAC/UHCP Executive Vice President



“If it’s right I will support it, and if it’s wrong I will fight against it,” says Denise Duncan, UNAC/UHCP’s new Executive Vice President. Denise saw the May 18, 2013 election as a sign of the union’s vitality, with multiple candidates running for each office and delegates more involved than ever before. “It really showed that there’s a lot of love for the union,” she said. “It made me proud.”

Denise’s history has been interwoven with UNAC/UHCP’s for over 27 years. “We’re no longer the same little boutique union,” she says, “but our mission is the same.” Denise became an activist early, then an affiliate officer, and a staff representative in 1993. She’s participated in nearly all the Kaiser contract negotiations since. She dove into Tenet and NUHHCE

organizing drives. In 2004, The Journal of Nursing Care Quality published “Nurse Perceptions of Medication Errors,” a first-ever study to consult nurses about errors and their cause, for which Denise was co-researcher. She helped push California’s historic safe staffing law, meeting with the Governor twice and testifying to the Board of Registered Nursing.

Denise is also a big supporter of the Affordable Care Act. “We’re embarking on the biggest change to hit health care delivery in this country since the implementation of Medicare.” But she sees it presenting both opportunities and challenges. “There will be those who will attempt to deskill us, downsize us and contract out our work. As working nurses, optometrists, therapists, NPs

and PAs, we have to have a seat at the table. We must be smart, savvy, and able to articulate why receiving care in a UNAC/UHCP represented health care setting is better. We must continue to speak out against unsafe working conditions and poor patient care.”

Denise points out that nursing continues to be the most trusted profession. “With union membership being at an all-time low, I think we’re primed. From San Diego to Bakersfield, UNAC/UHCP represents some of the best health care in the country. We need to brag about it, organize around it and remind the public why organized labor makes a difference in their work life and in their health care.”

Jettie Deden-Castillo, NP, Elected UNAC/UHCP Treasurer



“To be UNAC/UHCP Treasurer is a great honor and it will be a privilege to serve in this role.”

NP Jettie Deden-Castillo’s vision for our union involves building unity between affiliates, between affiliates and the State office, between professions within the union. “The bottom line is that we’re all intertwined,” she says. “We are all one UNAC/UHCP.” One of the main reasons Jettie wanted to be Treasurer is the close relationship she’ll have with every affiliate through helping them manage their funds to best serve their members. “Their success is my success and therefore our entire union’s success.”

A nurse at Kaiser since 1977, Jettie was given a scholarship in 1979 to become an OB/GYN Nurse Practitioner—a union-negotiated

benefit. “I will be indebted to UNAC/UHCP for life for that gift,” she says. In 2011 she became Contract Specialist at Downey and reports “It opened my eyes to the great work our union accomplishes.” Jettie holds the Kaiser Downey affiliate’s seat on UNAC/UHCP’s Executive Council, and has been a delegate or alternate to conventions for AFSCME, NUHHCE and UNAC/UHCP, as well as attending the recent UNA Congress in Washington, D.C. Last year she helped to organize the Specialty Care Nurses, Certified Nurse Midwives and Wound Ostomy Nurses.

“This is the future of our middle class,” says Jettie. “We have to continue to organize. It’s going to be our security. I have four kids, and I’m looking toward their future

as well. I’m thinking about all the young people going through college and having to work so hard. I want them to have the same benefits that I have.” Jettie returns to her theme of unity. “As we continue to organize, our membership will become more and more diversified. We just finished organizing Physical, Occupational and Recreational Therapists, Nurse Educators, Midwives and Case Managers just to name a few. We have been representing Optometrists and Physician Assistants for many years. We are not just RNs like we were when this union first started in the 70s. We are all UNAC/UHCP, and we all need to work together. In the end it will only make us stronger.”

Charmaine Sunshine Morales, RN, Elected UNAC/UHCP Secretary



“I try my best to be the solution to any problem,” says Charmaine Morales, RN, UNAC/UHCP’s new Secretary. “My personal growth and union leadership development path have been made possible by saying yes. By getting involved. But most of all by listening.”

Charmaine has only been a UNAC/UHCP member for six years, but she’s risen fast, from a stand-out steward to Political Action Chair, 2012 Contract Specialist, and the affiliate Parliamentarian. During the 2011 contract battle at St. Francis, Charmaine organized an entire bus of South Bay members to picket with the St. Francis nurses, had they gone out on strike which luckily they did not. Instead, Charmaine organized a picket line with nurses at Long Beach Memorial Hospital, and led her affiliate’s work supporting UFCW’s

local members during their contract battles in the summer of 2012. “Wow, that was fun!” she says. She’s been an innovator, instituting text alerts to keep members informed.

Through her growth from nurse in Med-Surg, Telemetry and Oncology, to union activist, “I changed,” she says. “I found out that I was born to help others. I’m not afraid; I can rise to the challenges.” Last November, her courage met its greatest test to date, when her job was targeted by Kaiser for elimination. She met that challenge head-on. Last December, she led the organization of over 700 people to walk the picket line in front of Kaiser South Bay to protest the position eliminations. “It showed me that I was part of a strong union family, and made me understand that I was not alone. And I have worked tirelessly

to help others through this challenge.”

Charmaine brings her fearlessness, creativity and attention to detail to her new job. “Secretary is more than just the basics like taking minutes; maintaining all records for UNAC/UHCP; keeping constitutions organized; and ensuring all elections are run properly. Those are just a small part of the job. What I feel I can bring is a new definition of the type of person who should be in the role for now and for the future. I might seem small and quiet at first, but never underestimate this shorty. Like UNAC/UHCP, I am mighty.”

EVERYDAY LEADER

sunday monday tuesday wednesday thursday friday saturday



Nancy Gustafson, WOCN

KAISER FONTANA AMBULATORY CARE

Unit: Outside Utilization at Independence Park outside Downey

RN: 35 Years, WOCN: 30 Years

UNAC/UHCP Member: Less than 1 Year

Hometown: Upland, CA

When I was four I had to spend the night in the hospital, which was pretty scary. My nurse gave me a shot. I was so mad I said, "I'm going to grow up and become a nurse and come back and give you a shot," and she said, "I hope you do. It's a really good job."

When we organized the first time I didn't understand the role of the

Union. I joined the bargaining team because if I had to be in the Union, I wanted to have a voice. I've never been one to sit around and wait for someone else to volunteer to do what I want done. Then I saw how it could improve the nursing care that we could provide.

During our most recent bargaining I had a colleague that was going

to get fired. She'd been a WOCN as long as me, but they'd changed the job description to require board certification. She had a health issue and missed the exam. We were able to intervene so she had time to get her certification. Being a union activist is important so I can be a voice for people that need to have a voice.



Linda Church, CNM

ORANGE COUNTY, ANAHEIM & IRVINE HOSPITALS

Unit: Labor & Delivery
Home Office: Yorba Linda where she also sees patients

RN: 40 Years, CNM: 26 Years

UNAC/UHCP Member: Less than 1 Year

Hometown: Provo, Utah

I always said I'd never be in a union. When I received flyers or mail from UNAC/UHCP, I would throw it away. I saw myself as a professional and thought that the Union would make decisions for me. It wasn't how I saw myself professionally, and I know a lot of other midwives felt the same way.

I expected something negative. But

now I see the union in a positive role, getting people to talk. I've seen our representatives meet with midwives to address the issues in a constructive way. And with management, it's been about clarification and communication. "Here is what the contract says. So this is not what we agreed to. How can we fix it?" I see it as compatible with my profession

now. I see that the Union is for the members.

After the Union was voted in, I chose to become involved. You realize that you're part of this. You're in this river, so you might as well climb in the boat and start paddling, so you can get where you want to go. If you do it well, you can build a stronger boat!



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Union in Brief

MEMPHIS — Martin Luther King, Jr. helped organize AFSCME Local 1733 in Memphis, Tennessee, before he was assassinated. In April, UNAC/UHCP President Ken Deitz, RN, along with Volunteer Member Organizers Kita Stovall, RN, and Steve Rodriguez, RN, joined AFSCME members from all over the country to support 1733, facing privatization. “We have to get active,” said Kita, “because they are trying to break up unions. I’m not going to stand still, I’m stepping forward.”

SACRAMENTO — Bobbi Meyer, NP and Dennis Livingston, PA, lobbied in Sacramento recently for a package of bills introduced by State Senator

Dr. Ed Hernandez to expand access to health care in California. “We believe this will greatly increase

access to health care,” Meyer testified. Said Livingston, “We were there to educate legislators on how we could help meet the needs of patients in California.”

Fountain Valley — The Bargaining Team and members at Fountain Valley have taken on a tough challenge in their negotiations this year: winning a wage grid for the first time ever at their hospital. Members have taken a strong interest, attending negotiations and strategizing with the team. Victory is in sight, with management accepting the concept of a wage grid, but details still need to be hammered out.

CHINO — UNAC/UHCP won a terrific NLRB-approved settlement against Chino Hospital after Chino

unilaterally imposed a meal-break position without bargaining with UNAC/UHCP, refused to provide information and delayed in providing information to UNAC/UHCP. The settlement requires Chino to post and email notices to the Bargaining Unit promising not to engage in similar conduct again and informing registered nurses of their union rights.

CHINO — On April 30, the NLRB in Washington, DC adopted a judge’s earlier ruling that Chino engaged in “serious,” “egregious” and “widespread misconduct” around the time Chino RNs overwhelmingly voted to join UNAC/UHCP. The Union also prevailed in expanding the judge’s previously-ordered remedy. Chino has appealed to federal court.