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Ken Deitz, RN
President

Barbara Blake, RN
State Secretary/Treasurer



President's Message

UNAC/UHCP turned 40 this year. It's a good time to reflect with pride on what we've built, and be grateful for what others achieved who came before us. Just to win the right to form a union took decades of struggle, even lives lost. And less than a hundred years ago nurses worked 12 hours shifts seven days a week. Paid vacation and safe staffing were beyond imagining.

Closer to home, Kathy Sackman and others at Kaiser Fontana had already organized—into CNA. But after almost a year of no help, they pulled out, and in May 1972, 40 nurses from Fontana, Balboa, and Los Alamitos created UNAC to represent themselves. By June, we had 117 dues-paying members and \$250 in the bank. Our first convention in 1974 at the Grand Hotel in Anaheim had thirty eight delegates. This year's convention will host nearly 700.

Nothing we've won was just given to us. We fought for ten years up to the U.S. Supreme Court to organize an all RN unit at St. Francis. It took only a five year court fight to organize medical professionals at Fountain Valley. In 1996, Sharp RNs won the largest private sector RN union election in history to form SPNN in San Diego. Within months of my joining Kaiser

in 1979, I was walking a picket line with 800 other RNs. I grew up Union—my dad was a Pittsburgh steel worker—so I was ready to do what it took to win equal pay in the clinics. And that was the last time UNAC/UHCP had to strike—though we've come close since. In 1997 we helped found the historic Labor-Management Partnership at Kaiser, proving that a strong worker voice only makes an organization stronger.

While we can reflect and be grateful, we can't rest. Not only has UNAC/UHCP and every other labor union struggled for every gain we've achieved—we struggle every day to hold onto those gains. There's nothing on our list of victories that couldn't be lost. A close look at Proposition 32 will tell you that's the plan: cut us off at the knees, gag us, then take it all back. First up would be our collective bargaining rights. How long after that before safe staffing would come under attack? In honor of our forty year legacy, we cannot let that happen.

In unity,



United Nurses Associations of California
Union of Health Care Professionals

Lakewood Affiliate Celebrates Their Tenth Anniversary

The Lakewood RN Association commemorated their tenth anniversary on July 26 by hosting a celebration honoring the original organizing committee members. The affiliate founders headlined the celebration, recounting for all the struggle to organize their union—including being booted out of the hospital and having sprinklers turned on them. “It was like a family reunion,” said Sally Manalad, RN, LRNA’s first Vice President (and this month’s Everyday Leader).

LRNA was founded as many of our affiliates were out of concerns for patient safety and working conditions for the RNs. This story is one of resistance on the part of the hospital and persistence on the part of the nurses. They organized their union and fought for a first contract, and ten years later their legacy carries forward with active officers and an engaged membership.

The celebration lasted all day. It began with a breakfast for people who worked the night shift or beginning the day shift. It continued

with a class for CEUs organized jointly by the affiliate officers and hospital administration, on the ESRM, the form used at Lakewood for documenting unsafe staffing, near misses and incidents. Many RNs at Lakewood have been scared to fill out the form, fearing they would get in trouble. The training let them know that the hospital and union together support the process of documenting mistakes and learning from them.

The celebration finished off with a dinner. A musician played piano. There was an address by UNAC/UHCP Secretary/Treasurer Barbara Blake, RN, and Certificates of Recognition were presented to the founders of the affiliate and current leaders.

“It showed that we do benefit from the past,” said LRNA President Joel Emerson. “And that if we participate in our union now, like our founders did, then nurses in the future will benefit in the same way.”



Fountain Valley Negotiations Set to Begin

The Fountain Valley Professionals Association is gearing up to start bargaining in November for a new contract. They recently held their first General Membership Meeting of the contract campaign, and turnout was strong. Forty people signed up to join the Contract Action Team, and members came away understanding that they must build strength now to win at the table. They know that a strong member presence will be needed at negotiations.

The contract campaign comes in the shadow of recent layoffs resulting from the closure of the oncology unit. Through union negotiations with management, no one laid off from oncology will have to actually leave Fountain Valley. New spots are being found for everyone who wants one, though some positions will require updating skills.

The layoffs are unfortunate because one of the biggest issues in bargaining is expected to be

workload. There’s too much work and too few staff members at Fountain Valley, where UNAC/UHCP represents not just RNs but Clinical Lab Scientists, Pharmacists, Social Workers, and Physical, Occupational and Speech Therapists. There have also been layoffs of support staff, and safe staffing is a constant issue.

Next, FVPA will elect its Bargaining Team, and continue to build its CAT. November is just around the corner.

SCNSC and KPMWON Ratify Their First Contracts

It's been a long road to a first contract for the members of the two newest UNAC/UHCP Kaiser affiliates, the Specialty Care Nurses of Southern California (SCNSC), made up of Case Managers and Patient Educators; and the Kaiser Permanente Midwives and Wound Ostomy Nurses (KPMWON).

But when the votes were counted on August 3, SCNSC voted by 96% to approve their contract, and 83% of KPMWON members who attended a ratification meeting voted to approve theirs.

Both groups bargained for months to win strong contracts that protect their retirement and health benefits; recognize longevity by winning or strengthening their wage grids; address issues specific to their

professions and facilities; ensure a voice in patient care; and bring them into the 95,000 member-strong Coalition of Kaiser Permanente Unions, along with our other UNAC/UHCP Kaiser affiliates—and thus under the recently-ratified Kaiser National Agreement.

Because these are first contracts, SCNSC and KPMWON have more to do to build their affiliates, including adopting their respective constitutions and electing affiliate officers.



UNAC/UHCP's 40th Anniversary Convention

**Power + Unity
= Victory**

The theme of this year's UNAC/UHCP Convention, honoring our 40th Anniversary, will be "Power + Unity = Victory." It will be held at the Hilton San Diego Bayfront Hotel from October 21 through 24. Delegates will elect the UNAC/UHCP Secretary/Treasurer and three Board of Directors. Over three days delegates will also look ahead to our union's future, attend various trainings and continuing education courses, and get updates on the state of the union.

Nominations for Secretary/Treasurer are still open, and will remain open until the close of the business session on Monday, October 22. The incumbent Secretary/Treasurer is Barbara Blake, RN.

Nominations for the three Board of Directors seats are also open and will remain open until the close of the business session on Monday, October 22. Director seats are four year terms. The three available seats are currently held by: Asela T. Omilig-Espiritu, RN, Cindy Klein, RN, and Pam Brodersen, NP. Members may send nominations to the Convention Nominations Committee, in care of Scott Byington, RN, Nominations Chair.

The State Constitution, Section 606, spells out the requirements for election to a State office: the person must be a member in good standing for at least two years immediately preceding the election; have practiced the profession of nursing for at least three years, or is a professional employee as defined in Section 301, provided that such person has practiced as a professional employee for at least three years; and has been a member of an affiliate for at least two years.

Nominations must include the member's full name and title. A brief typed statement of background is suggested.

Nominations can be submitted three different ways:

Mail
c/o Nominations Chair Scott Byington
955 Overland Court, Suite 150
San Dimas, CA 91773;

Fax
909-599-8655, Attention:
Nominations Chair Scott Byington

Email
UNACUHCPnominationschair@gmail.com



Governor Brown Appoints Barbara Blake to California Apprenticeship Council

California Governor Jerry Brown has appointed UNAC/UHCP's Secretary/Treasurer Barbara Blake, RN to the California Apprenticeship Council (CAC). The Council works with the state's Department of Industrial Relations to oversee California's state apprenticeship programs, traditionally used most often in the construction trades.

"California has a long standing tradition of using apprenticeship to move people into middle class jobs, where they can enjoy the full potential of the American

NURSE MIDWIFE AND PRACTITIONER BILL HEADS TO GOVERNOR FOR SIGNATURE —

The UNAC/UHCP-supported SB 1524 (Hernandez) has been passed by the Legislature and will now head to the Governor's office. The bill deletes the requirement that a certified nurse-midwife and nurse practitioner must complete six months of physician and surgeon supervised experience in the furnishing or ordering of drugs or devices, and provides that a physician and surgeon may determine the extent of supervision necessary in the furnishing or ordering of drugs and devices.

ASSEMBLY BILL WOULD ALLOW RNs TO PRESCRIBE BIRTH CONTROL —

Assembly Bill 2348, which allows Registered Nurses to dispense birth control under a standardized procedure has passed all legislative hurdles and now sits on Governor Jerry Brown's desk waiting for a signature.

Dream," said Blake. "I see this as an opportunity to continue building our traditional apprenticeship programs, while also looking at new areas where we could use the concept, for instance in health care."

"The Governor could not have made a better choice than Barbara Blake," said Ken Deitz, RN, UNAC/UHCP

President. "She brings dedication and the experience of decades to this position. Fostering apprenticeship is about preparing a work force which is well trained and ready to work on jobs with livable wages. These programs are about providing hope for a better future. We congratulate Barbara on this well-deserved appointment."

Our Chance to Strengthen State's Landmark Patient Safety Law

California Governor Jerry Brown has the opportunity to strengthen California's first-in-the-nation nurse-to-patient ratios with a critical enforcement component that will ensure the law continues to improve patient care and save lives.

To address this issue, UNAC/UHCP sponsored SB 1246, which will shore up the Safe Staffing Law by giving the Department of Public Health the ability to levy fines for violating staffing ratio laws or ignoring patient classification systems.

Our members have helped push the bill along through letters to assembly members and lobbying, while our Political Affairs department has tracked it every step of the way. Thank you for the work you have done. Your efforts have driven this bill all the way to Governor Brown's desk.

We need to stand up one last time so that this bill may become law. Please send an email of support for SB 1246 to the Governor through our online advocacy campaign: unacuhcp.org/sb1246

UNAC/UHCP Boasts Two of the 100 Outstanding Filipino-Americans in the USA

At a black tie event on July 28 held at the Hilton in Universal City, a UNAC/UHCP member and an Organizer were honored as two of the 100 Outstanding Filipino-Americans in the USA by the Philippine Press Photographers. Ralph Umayam, RN, was presented the award in Health Care. Ralph is a Case Manager at Kaiser and member of the Specialty Care Nurses of Southern California (SCNSC). Thor Causing, UNAC/UHCP Organizer, won for his leadership

in the labor movement. Thor has helped organize Beverly RNs, as well as SCNSC and KPMWON—UNAC/UHCP's three newest affiliates. UNAC/UHCP helped to sponsor the event. Proceeds will benefit Bantay Bata 163, a home for underprivileged, sick, abused and disadvantaged children in the Philippines. In response to the recent terrible flooding in Manila, some funds will also be earmarked for flood relief.

EVERYDAY LEADER

sunday monday tuesday wednesday thursday friday saturday



Sally Manalad, RN

LAKWOOD REGISTERED NURSES ASSOCIATION

Unit: OR

RN: 40 Years

UNAC/UHCP Member: 10 Years

Hometown: Manila, Philippines

“Negotiations got tough, but it was educational and inspiring. We were there together through the ups and downs”

I’m a very shy person. But when it comes to unfairness, I have to say something. One morning in early 2002 I needed my patient to be picked up for surgery, so I called the floor nurse. She started crying and said, “I just can’t do it anymore.” She had two admissions and six patients already, with no one to help because they were all too busy. It was like that every night. In OR we had good ratios, but I said, “What can I do for these floor nurses who need help?” That pushed me to be a part of starting our union.

It was not easy to get our first contract. I remember picketing in front of the hospital when suddenly the sprinklers came on. We knew the sprinkler hours and they had never gone off at that hour before. But we just laughed, because we knew management didn’t want us out there making them look bad to the public. And meanwhile, people driving by were honking their support.

It was a good fight. Negotiations got tough, but it was educational and

inspiring. We were there together through the ups and downs. And with the help of the other UNAC/UHCP affiliates and the State Office, we won what we were asking for: fair working conditions and being paid like other hospitals. We were elated. It may be a busy place, with a lot of patients, but the most satisfying thing is that the nurse-to-patient ratio has improved. And it’s all because we are a union. We’re just happy we made it and now we’re celebrating our tenth year.

I was the first LRNA Vice President, but I declined re-election. Now I’m in the background. Though if my staff has any questions for the union they still approach me. And I still feel if something is wrong and we can do better, I have to speak up. Now that we are a union, we can voice our concerns. We’re not scared. We know we’ll be heard. And the quality of patient care will be better, because the nurses are happy.

GET THE LATEST NEWS

In the last year, UNAC/UHCP has emailed out critical information to members about contract negotiations, license notices, and health care benefits. Don’t be left out because we don’t have your email address. Send us your email address at publicaffairs@unac-ca.org along with your name and your affiliate.

IN MEMORY...

Deena Bauer – Kaiser San Diego
Denise Belanger – Kaiser Woodland Hills
Annette Boyd – Kaiser Woodland Hills
Susan Brandt – Sharp Hospital
Emerita Dugam – Kaiser South Bay
Arlene Gonzales – Kaiser San Diego
Kathy Huber – Kaiser Orange Co
Loida Larioza – Kaiser Baldwin Park
Debra Meltzer – Sharp Hospital
Lillykutty Panicker – Lakewood
Denise Saddler – Kaiser Baldwin Park



Union in Brief

NEWEST AFFILIATE: BHRNA —

Let's welcome the newest official UNAC/UHCP affiliate: BHRNA, or the Beverly Hospital Registered Nurses Association. They adopted their new affiliate name when they approved their constitution in July.

BHRNA has been on the fast track since winning their first contract in May. In August they elected their inaugural affiliate officers: Isaac Saroia, President; Mirka Bojarczak, Vice President, Marites "Mayet" Riva, Secretary; and Susan Justin, Treasurer.

UNAC/UHCP staff also held Contract Enforcement classes in July, so BHRNA can hit the ground running. The class participants learned about the rights and protections they've won, and how to enforce them in the workplace.

PARKVIEW RNS STAND UP FOR THEIR RIGHTS AND WIN —

Parkview RNs recently won a huge victory forcing management to acknowledge their right as union members to stand up for themselves without retaliation. The PRNA contract says that bargaining unit RNs should be awarded OT shifts before registry or traveler RNs. Last December, management violated that article. So Parkview RNs exercised their right to file a grievance. They won, and the nurses who had

been canceled improperly were compensated for the overtime shifts they would have worked.

But then at an ICU staff meeting in January, the Critical Care Director in effect threatened that if any RNs exercised their right to voluntary overtime, she would personally review their charts and would report any errors directly to the BRN to request revocation of those RNs' licenses, bypassing HR and UNAC/UHCP.

Parkview RNs refused to be intimidated. They filed a second grievance. On Wednesday, July 11, the night before the grievance was scheduled to go to an arbitration hearing, management settled. Parkview agreed to:

1. Sign a notice that spells out our rights under federal law and our contract, and Parkview's commitment not to violate those rights
2. Post the notice in all four of the Critical Care Director's units and HR for 60 days
3. Have the HR Director read the notice to staff in the presence of the Critical Care Director

When their contract was violated, Parkview RNs stood up to protect their rights and won.

BIG VICTORY IN OVERPAYMENT ISSUE AT KAISER —

Hundreds of UNAC/UHCP members do not have to repay wages overpaid to them by Kaiser, thanks to our victory in a recent settlement agreement. Kaiser had sent threatening letters demanding immediate repayment of more than a million dollars from UNAC/UHCP members in alleged overpayments going back up to seven years. UNAC/UHCP filed an Unfair Labor Practice charge with the National Labor Relations Board as well as a regional grievance.

To settle both the grievance and the ULP, Kaiser agreed to take no further steps to collect the overpayments, which were made due to errors by Kaiser National Payroll. Going forward, Kaiser agreed to send no overpayment notices for amounts less than \$500 or seek repayment going back more than three years. It has also agreed that any future overpayment letters will inform members of their right to contact a union representative and enter into repayment plans beyond Kaiser's previously suggested 1-13 pay periods. And as a result of UNAC/UHCP fighting this issue, Kaiser has taken meaningful steps to permanently correct the system errors that caused the mistaken payments.