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Ken Deitz, RN
President

Barbara Blake, RN
State Secretary

Delima R. MacDonald, RN, BS
State Treasurer



President's Message

I believe that the right for workers to bargain collectively over wages, benefits and working conditions helps keep our workplaces and our country democratic. It's a right Americans have struggled and even died for. It's why we joined UNAC/UHCP. It's how we can provide patients the best possible care and also support our families. The right to bargain is under direct attack in Wisconsin—birthplace of AFSCME, our parent union.

See if this adds up. Wisconsin's Governor Walker says he must strip public workers of bargaining rights to fix the budget deficit. But Wisconsin's public workers are willing to bargain contributions to health insurance and increased pension contributions. And Walker's pushing tax cuts that make the deficit worse. But look closer: Republican Walker's bill removed bargaining rights only from workers who traditionally supported Democrats. It left bargaining rights intact for public safety unions, like police and firefighters, who supported Walker in the last election.

But Walker can't fool the public safety unions. This attack isn't about political parties. It's the knife's edge of a nationwide campaign to gut the Labor Movement. That's why police refused Walker's order to clear protestors from the capitol; and firefighters in full uniform stood with their union brothers and sisters. Unions are the watchdogs that protect all American workers. They brought us the eight hour workday, overtime, safety regulations, healthcare and pensions. How long do you think union-won benefits will last if unions are destroyed?

Private sector unions have lost membership. So private sector workers have lost benefits. Now anti-union forces try to stir jealousy against public workers who still have benefits. If we let them destroy public sector unions, they'll come back and finish the job on us. It's ironic, isn't it, that with people all over the Middle East taking to the streets and public squares to win basic rights, we have to go back into our own streets and public spaces to protect rights we won long ago, that many Americans now take for granted? Join me and our fellow UNAC/UHCP members and staff in defending our basic right to a collective voice by supporting our union brothers and sisters in Wisconsin at this critical, historic moment. Check out our website for ways you can help: unacuhcp.org.

In Solidarity,



United Nurses Associations of California

Union of Health Care Professionals

Chino Valley Organizing Campaign Moves Toward Negotiations

On many days, it's hard for Registered Nurses at the Chino Valley Medical Center (CVMC) to believe that the day will ever come when the elected Bargaining Team can actually sit down to negotiate a first contract with management. After a three year organizing campaign, and with the one year anniversary of the election night victory on April 1, 2010 near, CVMC still refuses to negotiate.

Rather than honor the wishes of their own nurses and enter into a respectful and cooperative negotiation, CVMC management filed twenty-nine objections with the National Labor Relations Board (NLRB). The Hospital even claimed the Union had threatened acts of violence and vandalized property, before withdrawing the charges after failing to present any evidence at all to back them up.

Ultimately the NLRB ruled in favor of the nurses. The election was certified on January 25, 2011, making the United Nurses Associations of California/Union of Health Care Professionals (UNAC/UHCP) the official representative body for CVMC nurses. It looked like they would finally have their day at the table.

But CVMC picked up its ball and went home, rather than play fair and square. On February 2, 2011, CVMC's Assistant General Counsel sent a certified letter to UNAC/UHCP President Ken Deitz notifying him that hospital administrators refused to negotiate with the CVMC Registered Nurses in spite of the certification. The NLRB's Region 31 again sided with the 125 Chino Valley nurses, rejecting management's refusal to negotiate

in good faith, in a mid-February decision. Region 31 is using a fast-track process to attempt to resolve the matter as quickly as possible.

The UNAC/UHCP legal team continues to fight the legal battles necessary to compel Chino Valley management to finally respect its nurses by facing them across a bargaining table. When that happens, the bargaining team will be ready to hammer out a contract that protects quality patient care. When all 125 RNs are able at last to vote for a first contract and sign on the dotted line, their victory will be complete.

UNAC/UHCP Organizes Beverly in Whirlwind Two Month Campaign

In a landslide election victory, Beverly Hospital RNs voted 161 to 57 to join UNAC/UHCP on February 25th. The National Labor Relations Board made it official by certifying the election on March 4.

Beverly Hospital RNs won their election despite a massive anti-union campaign conducted by the hospital's CEO and a private consulting firm—the same firm Parkview Community Hospital

used, unsuccessfully, to try to stop RNs there from organizing into UNAC/UHCP.

Despite all of management's "mandatory" anti-union meetings and intimidation, the nurses prevailed. "Beverly Hospital is my community hospital, my family's hospital. We need to make sure that patient care comes first. A union will provide support for RNs who speak up for what's right

when we're challenged to look the other way," said Kristi Gajkowski, RN in the Special Care Unit.

Beverly RNs took inspiration and found support from UNAC/UHCP members who pitched in at key moments of the organizing campaign. Kaiser RNs who worked at Beverly were among the strongest supporters. Parkview nurses corrected management's misinformation about UNAC/UHCP's successes at their hospital. Nurses from those hospitals, as well as St. Francis, Garden Grove

and Sharp hospitals shared their experiences and answered questions at the “Nurses’ Forum.” Solidarity with Beverly nurses also came from UNAC/UHCP’s new squad of Member Organizing Volunteers (MOV). At the UNAC/UHCP Convention in November, dozens of UNAC nurses and healthcare professionals signed up to join the new MOV. They went into action by helping to organize Beverly, making UNAC/UHCP’s newest members feel welcome.

“More nurses need to have the opportunities that we have by being in a union,” said Rebecca Koontz, a Labor-Delivery nurse at Kaiser Fontana. “I got a great inspiration out talking to the Beverly nurses one-one-one, helping them understand how the union could help them make positive change. It made my day.”

Beverly Hospital RNs will now begin preparations for negotiating a first contract, seeking improvements in working conditions and patient care. They’ll elect their own bargaining team, conduct a bargaining survey and organize to support their team at the bargaining table. They’ve shown they have what it takes.

Wisconsin is Our Fight Too

The fight for the rights of unionized workers in Wisconsin—nurses, teachers, and other hardworking caregivers—has captivated the country. Many United Nurses Associations of California/Union of Health Care Professionals (UNAC/UHCP) members have asked how the situation in the Midwest

affects health care professionals in Southern California. It means everything.

On Wednesday, February 23, a delegation of UNAC/UHCP members and staff including State Secretary Barbara Blake flew to Madison, Wisconsin to support thousands of union members who are under attack by Wisconsin Governor Scott Walker. Walker has signed a bill that eliminates collective bargaining rights as we know it for most public employees, and only allows public employees to bargain over wages.

This is a time when we have to fight back! When the collective bargaining rights for unionized employees are attacked anywhere, it is an attack on all of us. Collective bargaining is the very foundation of the Labor Movement. If we couldn’t form unions and negotiate with our employers, we wouldn’t have a say in our wages, hours and working conditions.

Governor Walker’s attack was clearly part of a united effort to destroy the entire Labor Movement. At least eight states other than Wisconsin are considering proposals similar to Walker’s—Florida, Idaho, Illinois, Indiana, Ohio, Michigan, Nebraska, and Tennessee. And there is no indication that the attack will limit itself to public employee unions. Make no mistake—we could be next on the chopping block!

What would the elimination of collective bargaining rights mean for health care professionals? We would no longer have the right to advocate for quality patient care or workplace safety, scheduling, seniority, health benefits and pension at the bargaining table. Standing up for our colleagues in Wisconsin is the first step in protecting what we’ve fought for in our own worlds.

On Tuesday, February 22, UNAC/UHCP members Larry Winkler, SPNN Treasurer, Deborah Saia, SPNN Vice President, and Tamara Yildiz, Kaiser Fontana Contract Specialist, traveled to Sacramento with political representative Eric Robles for the “WE ARE ONE” California action candlelight vigil in solidarity with the Wisconsin workers. The nurses visited several elected officials during the trip to Sacramento, including State Senator Juan Vargas and Assemblyman Marty Block of San Diego and Assemblyman Roger Hernandez of West Covina. On Thursday, February 24, several UNAC/UHCP members took part in the Orange County Labor Federation’s candlelight vigil in support of the Wisconsin workers at the Santa Ana State Office Building. It is during times of crisis like Wisconsin that we must remain committed to reaching out to elected officials and participating in the larger labor community by traveling to Madison and Sacramento or going to rallies in our own communities.



Meet Our New Staff Representative



Penny Brown to Take Representing Parkview RNs to the Next Level

During the Beverly Hospital organizing campaign, the subject of Parkview Community Hospital came up constantly—and Beverly management began spreading flat out lies. Fortunately UNAC/UHCP had a secret weapon—veteran RN Penny Brown, the first President of the Parkview Registered Nurses

Association, who drove out to Montebello to personally set the facts straight. Penny, whose work is guided by the motto “pay it forward,” used her time with the nurses to talk about how she became an activist because of the strong support from the RNs from UNAC/UHCP during the unionization of her hospital.

Penny had been at Parkview for almost six years when UNAC/UHCP started organizing at the hospital. She became a leader of the effort, and the affiliate’s first President when Parkview joined UNAC/UHCP. She participated in all of the contract negotiations, and knew the stories Beverly management was telling its RNs about Parkview negotiations were simply untrue. Penny has recently

begun work as the UNAC/UHCP Staff Representative for Parkview—taking her advocacy for Parkview nurses to the next level.

Penny has been married for 18 years to Derrick. She loves to go out dancing with him, or spend a quiet night at home watching a movie. They have three children: Brittney, 21, who will follow in her mother’s footsteps just as soon as she’s accepted into a nursing program; Derrick Jr., 18, recruited as quarterback on a football scholarship by University of Washington; and Chelsea, 13, who is a basketball superstar.

In her free time, Penny loves to garden, shop, or have lunch with her friends.

Legislative & Political Update

Elected Officials Rally Behind Beverly Hospital Registered Nurses

With the support of elected officials representing the San Gabriel Valley, the Beverly Registered Nurses overwhelmingly voted for collective bargaining rights. State Senators and Assembly members, including a Congresswoman, made phone calls and wrote letters to the CEO of Beverly Hospital urging hospital management to refrain from union busting tactics and to allow the RNs a fair and transparent election. In addition, the Elected Officials also wrote a joint letter to the Beverly Hospital RNs supporting their efforts. In their joint letter, the elected officials wrote “...We stand with you in

your quest to form a collective voice at Beverly Hospital.”

Before the election, UNAC/UHCPs Political and Legislative Department met with the elected officials and their staff to request their support for the Beverly Hospital Nurses. The Department used existing relationships in Sacramento, established through their political program, to assist the Beverly campaign. The political program was developed to protect the rights of UNAC/UHCP’s RNs and health care professionals through the legislative process. Often times, the Department looks for members to assist them in their

advocacy work. For more information or to get involved, email politicaldept@unac-ca.org.

Many thanks to the elected officials who supported the Beverly Hospital RNs: Congresswoman Judy Chu; State Senators Ron Calderon, Ed Hernandez and Kevin De Leon; Assembly members Charles Calderon, Gil Cedillo, Mike Eng, Ricardo Lara and Roger Hernandez; El Monte Mayor Andre Quintero; Pico Rivera Councilman Gustavo Camacho; Montebello Unified School Board President David Vela, and Hacienda/La Puente School Board President Jay Chen.

EVERYDAY LEADER

sunday monday tuesday wednesday thursday friday saturday



Vena Stover, RN
Kaiser Baldwin Park Registered Nurses Association

Unit: Post-Op, Surgical Floor

Registered Nurse: 16 years

UNAC/UHCP Member: 10 years

Hometown: Los Angeles, CA

“The union’s your guardian angel, your coach, your buddy.”

I like meeting people. Every patient has a story. They’re sick and needy and scared, but I ask them questions. How long have you been married? What country were you born in? It helps take their mind off their troubles. They’re anonymous, in this bed with this patient gown on. People come into their room all day, from dieticians, to housekeepers, to doctors, all wanting to know about their one illness or injury. But they’re more than their health. What can we do for their spirit? I tell them, “This is something you have right now, but you’ll be better. And who were you before?” You care for each other.

I started as a nurse’s aide at fifteen. A woman I met told me, “Honey, just go into nursing, you’ll always have a job.” And she was right. I came to Kaiser for the

benefits. I hear people say, “What is our union for?” Well, that competitive wage you have? That’s the union, not Kaiser. Every other weekend off? We negotiated for that. And patient care? Ratios at Kaiser are better than state law. Nurses also negotiated the LMP—it’s a Labor-Management Partnership. So it’s not supposed to be us against them, it’s something bigger.

I feel like the union’s your guardian angel, your coach, your buddy. At a facility I worked in before I had a situation where I had to quit. It was definitely a systems issue, not my issue. But there was no investigation. I lost my self-esteem, my employment, and my benefits—right in the middle of my son’s illness. With a union that never would have happened.

Before I got involved in UNAC/

UHCP I had no understanding of unions whatsoever. But I like to be in the mix. I like to be part of something bigger than me. I’m super fired-up about what’s happening in Wisconsin. It could happen here. And I signed up for MOV—to be a Member Organizing Volunteer. People are begging us to come help set up unions, at non-union hospitals here in southern California and all over the country. So I get to meet people!

GET THE LATEST NEWS

In the last year, UNAC/UHCP has emailed out critical information to members about dues increases, 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.



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Union in Brief

KAISER UNIONS DELEGATES CONFERENCE —

In late March approximately 60 Kaiser affiliate leaders and UNAC/UHCP staff will attend the annual Coalition of Kaiser Permanente Unions Delegate Conference in San Jose. This year's conference theme is Transformational Leadership, and will feature guest speakers George Halvorson, Kaiser Permanente CEO; Joycelyn Elders, MD, a pediatrician and former surgeon general to the Clinton administration; Van Jones, former special green jobs adviser to the Obama administration and co-founder of three non-profits; and Dee Edington, author of *Zero Trends: Health as a Serious Economic Strategy* and director of the University of Michigan Health Management Research Center.

Conference attendees will have access to some 30 workshops, including ones on unit-based teams, performance improvement methodologies, communications and

creative thinking, and LMP and Kaiser Permanente programs, including Healthy Workforce, Workforce Development and Compliance.

ST. FRANCIS CONTRACT NEGOTIATIONS —

RNs at St. Francis Medical Center have launched their 2011 Contract Campaign beginning with bargaining surveys that were released on February 28th. Elections are now being held for the negotiating team and contract education sessions for all members are scheduled for March 21 and 28th. St. Francis officers are building a Contract Support Committee, member representatives in all units and shifts who will work on ensuring that all members are informed and active as we begin negotiating a contract that honors our work, dedication and skills.

PARKVIEW CONTRACT NEGOTIATIONS —

Negotiations will begin soon to renew the Parkview Registered Nurse

Association-Parkview Community Hospital Medical Center contract. Bargaining will be led by UNAC/UHCP staff representatives Joy Harvey, RN and Penny Brown, RN. The current two-year agreement expires April 30, 2011.

BEVERLY HOSPITAL ELECTION WON —

The Registered Nurses at Beverly Hospital voted by an almost three-to-one margin – 161 to 57 – to join UNAC/UHCP in elections held on February 23 and 24 at the Montebello hospital. The National Labor Relations Board certified UNAC/UHCP as the representative body for the Beverly nurses on March 2. The next stage for Beverly will be negotiations with management for a contract, where nurses will seek protections for safe and legal staffing to improve patient care. The steps toward negotiations include conducting the bargaining survey and electing the bargaining team. The Beverly RNs will be involved in developing proposals.