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President

Ken Deitz, RN
Executive Vice President

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State Secretary

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President's Message

According to the California Board of Registered Nursing (BRN) statistics, only 1% of nurses have issues that may prevent them from being competent, professional practitioners. Last year, the *Los Angeles Times* and ProPublica published an exposé on the BRN. The story revealed some disturbing facts, including that, on average, it took the BRN over three years to investigate nurses who had been accused of misconduct. These nurses were able to remain in good standing with the BRN with a clean record, which in some cases resulted in continued or additional mistreatment of patients.

In an attempt to address the problems with the BRN, the California Senate introduced Senate Bill 1111, which would have reformed all statewide health-related regulatory boards. While we support reforming the BRN, there were three provisions in the bill we strongly opposed. First, the measure would have put nurses' home addresses on the Internet. This was modeled after physicians, who have their addresses posted online. However, doctors post their office addresses, whereas nurses do not have offices, and so would be required to make their home address public. Second, SB 1111 would have compelled mandatory reporting of any termination for cause or suspension of a nurse, even requiring a report when a nurse resigned before being fired. Third, the bill would have allowed California's governor to borrow BRN funds without any requirement to pay it back. Therefore, money nurses were paying to the BRN for licensing registration fees could have been used for projects unrelated to nursing. This would have meant that monies intended to make sure that misconduct reviews occurred in a timely manner would have had no guarantee of

being available. Our Union's legislative team met with the bill sponsor's staff several times to discuss our concerns. In the end, the bill failed to pass out of committee and will not be voted on by the California Legislature unless it is reintroduced in a future session.

The failure of SB 1111 highlights why it is critical to have a governor who understands the vital role nurses play in the delivery of health care. Our State's governor has the power to appoint seven of the nine BRN Board members. The governor has a lot of influence on any legislation being crafted in the State Assembly or the State Senate. More importantly, the governor signs or vetoes every piece of legislation passed by both houses of the California Legislature. For all of these reasons, UNAC/UHCP will be keeping a close eye on the upcoming election for California's governor. You'll be hearing more from us on this issue in the future.

Kathy J. Sackman, RN



United Nurses Associations of California
Union of Health Care Professionals



Negotiations Update

Kaiser National Agreement Reached

"In a tough economy, this Agreement is remarkable — it sets a national standard for wage increases and maintenance of all benefits."

**Kathy Sackman, RN
UNAC/UHCP President**

A new two-year National Agreement was reached between the Coalition of Kaiser Permanente Unions (CKPU) and Kaiser Permanente on May 28 and was approved by the CKPU Delegates Conference on June 12. UNAC/UHCP held member informational meetings the week of June 14 and, at the time this publication went to press, Kaiser members were voting to ratify the new agreement by mail-in ballot. It is expected to be ratified.

The new Agreement provides for 3.5% across-the-board wage increases on October 1 of 2010 and 2011 for UNAC/UHCP-represented RNs, NPs and PAs; an improved wage grid for ODs effective October 1, 2010 and a 3% ATB on October 1, 2011; an enhanced sick leave cash-out option; maintenance of all current benefits; stable funding for workforce development trust funds; and strengthening the Labor Management Partnership, the 13-year agreement under which

three national contracts have been bargained using interest-based negotiations.

"The new National Agreement demonstrates that, when the parties stay in the room, speak frankly, respect others and listen to each other, good work happens," said Ken Deitz, RN, UNAC/UHCP Executive Vice President.

The Agreement is the result of many hours of meetings, brainstorming, and caucusing conducted by a 111-member negotiating committee. Similar to the two previous National Agreements, this one also set precedents. "We are proud that, for the first time, we attained one national wage standard for wage increases," said Kathy Sackman, RN, UNAC/UHCP President.

Bear Valley Negotiations

The Bear Valley Community Health Care District negotiations for a new agreement are progressing, though bargaining has extended beyond the current contract's June 30, 2010 expiration. UNAC/UHCP anticipates a new agreement will be reached sometime in July.

Lakewood Nurses Ratify New Agreement

Lakewood Registered Nurses Association (LRNA) members overwhelmingly approved a new three-year collective bargaining agreement on June 10, 2010, retroactive to May 6. The new contract provides for annual wage increases, an increase in night shift differential, an additional holiday, restoration of the hospital's extended sick leave program, and other significant improvements. Although negotiations extended beyond the existing contract's expiration date, both the LRNA negotiating team and management worked hard to bring the negotiations to a successful conclusion. The new agreement runs from May 6, 2010 to May 5, 2013.



Pictured left to right – Garden Grove RNs Stella Lee, Beatrice Seu and Hwa Ja Yoon.

UNAC/UHCP staff and members from Garden Grove, St. Francis, Fountain Valley, Lakewood and Chino Valley affiliates came together at a social mixer on June 23 to celebrate some of their recent organizing and negotiation successes and upcoming negotiations for Garden Grove and St. Francis.

Crossing Borders

A UNAC Nurse's Extraordinary Journey

UNAC/UHCP members are committed to caring for those in need and often volunteer their personal time and expertise to ensure that vulnerable people receive some form of basic health care. Jesus G. Huesias, an RN at the Kaiser Baldwin Park Infusion Center, is one of our members who goes above and beyond to provide that care.

Jesus participated in a mission trip to Burundi, Africa last August – a country with the lowest per capita income in the world. Working with 35 other health care professionals from the United States and Africa, Jesus and his fellow volunteers provided health care to more than 600 community members daily. With an economy destroyed by civil war and other issues, the medical concerns Jesus experienced were mostly related to bad hygiene, poor diet and war-related injuries. The ratio of children to adults seeking care was 15 to 1.



**Jesus Huesias,
Baldwin Park RN, in Africa**

“The children had problems ranging from burns and malnutrition to scabies and ringworm,” said Jesus. “We taught them about how to keep clean and provided multi-vitamins and over-the-counter pain medicine when necessary.”

Jesus recalled that all of the health care professionals pushed themselves to care for as many patients as possible. “Everyone was so dedicated,” he said. “We had very few breaks, but no one cared. We just wanted to do whatever we could to help the community members, and they were so thankful.”

The Burundi mission effort is expected to continue next year in order to create a much-needed running water supply for the community. While Jesus also intends to continue his mission efforts in Zacapoxtla, Mexico – where he has volunteered three times in the past – he hopes to go back to Burundi on the next trip.

“I’m not one who just likes to volunteer for things, but if I have vacation time and can do something positive, why not take advantage of the opportunity?” commented Jesus. “When you give to the greater good, it always comes back to you tenfold.”

Union in Brief

Chino Valley NLRB Hearing – The National Labor Relations Board (NLRB) hearing to address Prime Health Services’ objections to our election victory was completed on June 7. Both sides submitted written legal briefs on June 21 and we expect a Board

ruling could be issued in late July or early August. In the meantime, we have filed more than a dozen Unfair Labor Practice (ULP) charges against the company, as they have continued their aggressive anti-union campaign since the election.

Garden Grove Kickoff Event – The Garden Grove Registered Nurses Association (GGRNA) negotiations kickoff event will be held in early July. Members will meet with their affiliate officers and UNAC/UHCP state officers

Want to Propose a Constitutional Amendment?

Constitutional amendments to be considered at this year's Convention must be submitted by **August 12, 2010**. Article XIV explains how:

Section 1401 – Proposed Amendments to the UNAC/UHCP Constitution may be submitted to the State Convention by request of the Executive Council, the Board of Directors, Resolutions Committee, or an Affiliate. All Amendments introduced by an Affiliate shall bear the signatures of at least two (2) elected officers of the Affiliate certifying that the Amendment was approved for submission to the Convention by the policy making body or membership of the Affiliate.

Section 1402 – Proposed Amendments to the UNAC/UHCP Constitution may be submitted to the State Convention by a signed petition of twenty-five percent (25%) of the members of any Affiliate in good standing.

Section 1403 – If a proposed Amendment is to be submitted to the State Convention, it must reach the office of the State Secretary at least ninety (90) days prior to the convening of the Convention and must be sent by the State Secretary to the Affiliates at least sixty (60) days before the Convention.

to discuss negotiations and to complete a bargaining survey. This round of bargaining will be the first time GGRNA has negotiated with the hospital's new owner, Prime Healthcare Services. The Garden Grove contract expires on September 30, 2010.

Legislative Update



UNAC/UHCP's legislative team has worked tirelessly to protect and promote the interests of our members and patients in Sacramento. This hard work has paid off with major developments on bills impacting physician assistants, the individual health insurance market, and the special recognition of nurses as a vital component of our health care system.

The Physician Assistant Practice Act (SB 1069 – Pavley) unanimously passed the Senate Floor and cleared two of three Assembly committees. If passed by the Assembly and signed by the Governor, SB 1069 would clarify various inconsistencies and omissions in existing law by allowing PAs to order durable medical equipment; certify disability for purposes of unemployment insurance eligibility; approve, sign, modify or add to a treatment plan for home health or personal care services; and conduct specified physical examinations and sign corresponding certificates or forms. UNAC legislative

representatives will continue to work towards the passage of this important legislation.

The California State Senate passed legislation (Senate Bill 890 – Alquist) to reform the individual insurance market by providing transitional consumer protections in anticipation of the full implementation of the new federal health insurance reform law by 2014. UNAC/UHCP supports this legislation because it "prohibits lifetime and annual limits on basic health services; ensures coverage for maternity care, prevention benefits and home health; and establishes rules on how individuals are rated for premium increases." SB 890 is currently making its way through the State Assembly. Other noteworthy supporters of this important legislation include the American Alliance of Retired People (AARP), Kaiser Permanente Medical Care Program, and the California Medical Association.

Sharp Chula Vista Employee of the Year – Carol Granot, RN, Advanced Clinician, has been selected Employee of the Year at the Sharp Chula Vista Medical Center. Carol, a Sharp Professional Nurses Network (SPNN) member

since 1998, works on the 4 East Med/Surg/Oncology Unit and serves on the local RNAC. We congratulate Carol on this outstanding achievement.

EVERYDAY LEADER

sunday monday tuesday wednesday thursday friday saturday



Angelica Coria, RN
Garden Grove Registered Nurses Association

Unit: Maternal/Child, Post-Partum

Registered Nurse: 10 years

UNAC/UHCP Member: 10 years

Hometown: Corona, CA

“I have seen how our UNAC/UHCP representative’s presence and support has resolved situations to improve patient care and address workplace concerns. The union is our mediator...our protection.”

I’ve been at Garden Grove Hospital now for ten years. I love the family-centered care we provide to our patients. When I started here in 2000, I instantly saw the commitment of my fellow nurses. We are like family, not just the nursing staff, but frequently also the patients we serve and their families. We have grown together over the years throughout the many changes we have experienced at Garden Grove.

I love nursing. My mom was a tremendous influence on me – she’s a labor and delivery nurse. She always amazed me. She sparked my interest in caring for people, which was a major reason for my career choice. Over the years, my commitment to nursing has grown as I have noticed the benefits of caring for our patients and their families together as a

unit. It truly makes a difference in their lives.

As soon as I began working as a nurse, I became a union activist. I think it is extremely important to have a mediator between nursing staff and upper management. Many nurses are afraid to speak up out of fear of losing their jobs or creating turmoil in the workplace. Plus, management doesn’t necessarily have firsthand knowledge about how administrative decisions impact the nursing practice at the bedside. That’s why it is essential to have a union representative mediating between you and management to help resolve workplace and patient care issues in a mutually constructive way.

Management can create a better working environment by listening

to the people who work for them. I have seen how our UNAC/UHCP representative’s presence and support has resolved situations to improve patient care and address workplace concerns. The union is our mediator...our protection.

Every single person who works in our hospital is a leader in his or her own way. Being a leader means that you help bring about positive change in the workplace. The only way to make positive change is to have a voice. Having UNAC/UHCP at Garden Grove gives us an excellent resource to help us address any issues that directly impact our profession, and ensures that we have the voice we need to make invaluable contributions to improving how we provide patient care.



United Nurses Associations of California

Union of Health Care Professionals

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Attend the UNAC/UHCP 2010 Convention

The 34TH UNAC/UHCP Convention is just around the corner. Join hundreds of your colleagues to celebrate this year's theme, "Professions with Passion," conduct union business, participate in electing State Officers and open Board of Directors seats, network with other affiliate members and enjoy Las Vegas.

The 2010 Convention will be held at the Planet Hollywood Hotel in Las Vegas from Monday, November 8 to Wednesday, November 10. A delegate reception will be held Sunday evening, November 7, for Convention participants who arrive early. The Convention registration fee is \$275, or a daily registration fee of \$90. For retirees, the Convention registration fee is \$125, or a daily registration fee of \$75. Fees cover the costs of continental breakfast, lunch, business sessions, guest speakers, and continuing education. A variety of workshops will be offered during the two and one-half day event, with up to six CEUs available for Registered Nurse and Nurse Practitioner participants.

During every biennial Convention, an election is held to select two State Officers and a varying number of Board of Directors seats. This year, delegates will vote to elect the State President, the State Secretary, and four Board of Directors members. Nominations for President and Secretary are now open and will remain open until the close of the business session on Monday, November 8. Currently holding these positions are Kathy J. Sackman, RN, President, and Barbara Blake, RN, State Secretary. Both State positions are four-year terms, and both automatically serve as delegates to the NUHHCE and AFSCME conventions. The State Constitution, Section 606, specifies the requirements for election to a State office as follows: 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 of the four Board of Directors seats are now open. Board of Directors seats are four-year terms. The four available seats are currently held by: Scott Byington, RN; Fred Tinamisan, RN; Mary Cavanaugh, OD; and Tim Uliasz, RN. Members may send nominations to the Convention Nominations Committee, in care of State Secretary Barbara Blake, RN.

Nominations may be submitted by mail: 955 Overland Court, Suite 150, San Dimas, CA 91773; by fax: 909-599-8655; or by email: Barbara@unac-ca.org. Nominations must include the member's full name and title. A brief written background is recommended.