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 nurses 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 the issue in the future.

Kathy J. Sackman, RN
President

Ken Deitz, RN
Executive Vice President

Barbara Blake, RN
State Secretary

Delma R. MacDonald, RN, BS
State Treasurer

United Nurses Associations of California
Union of Health Care Professionals
Negotiations Update

Kaiser National Agreement Reached

“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 work-force 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 Dolz, 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 Negations

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.

Social mixer

Picture left to right – Garden Grove RNs Stella Lee, Beatrice Seu and Reva Zia Youn. 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.
Kathy Sackman, RN, for wage increases and it sets a national standard. "In a tough economy, this 13-year agreement under which negotiations extended to the Affiliates at least sixty (60) days before the convening of the Convention and least ninety (90) days prior to the last day of the office of the State Secretary at the State Convention, it must reach 2) elected officers of the Affiliate bear the signatures of at least two Directors, Resolutions Committee, the Executive Council, the Board of Directors and any two (2) directors, Resolutions Committee, the Executive Council, the Board of Directors and any two (2) directors. Amendments to the UNAC/UHCP Constitution may be submitted to the UNAC/UHCP members at the September 30, 2010. Healthcare Services. The Garden Grove Registered Nurses Association (GGRNA) The Garden Grove Registered Nurses Association (GGRNA) continued their aggressive anti-prime health services' objections or early August. In the meantime, we have filed more than a dozen rounds of bargaining will be the first to discuss negotiations and to rule 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. The new National Agreement demonstrates that, when the parties stay in the room, speak to each other, good work always comes back to you tenfold. "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 Zacapoaxtla, 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."
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 – Padilla) 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 PA’s 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/UCHP 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.

Want to Propose a Constitutional Amendment?

Constitutional amendments to be considered at this year’s Convention must be submitted by August 12, 2010. Article XV applies here.

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, the District Directors, or an Affiliate. All Amendments proposed by an Affiliate shall bear the signatures of at least two U-9 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.
United Nurses Associations of California

**EVERYDAY LEADER**

Angelica Coria, RN
Garden Grove Registered Nurses Association

<table>
<thead>
<tr>
<th>Unit</th>
<th>Maternal/Child, Post-Partum</th>
</tr>
</thead>
<tbody>
<tr>
<td>Registered Nurse:</td>
<td>10 years</td>
</tr>
<tr>
<td>UNAC/UHCP Member:</td>
<td>10 years</td>
</tr>
<tr>
<td>Rometown:</td>
<td>Corona, CA</td>
</tr>
</tbody>
</table>

“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 through 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.

**Nominations for President and Secretary are now open and will remain open until the close of the business session on Monday, November 8.**

- **Nominations may be submitted by mail:** 955 Overland Court, Suite 150, San Dimas, CA 91773; by fax: 909.599.8622
- **www.unac-ca.org**

**Convention**

The 2010 Convention is just around the corner. Join hundreds of your colleagues to celebrate the profession of nursing for at least three years, or is a professional employee as defined in Section 301, be a member in good standing for at least two years immediately preceding the election; have practiced in the profession of nursing for at least three years, or is a professional employee as defined in Section 301, be a member in good standing for at least two years immediately preceding the election; have practiced in the profession of nursing for at least three years, or is a professional employee as defined in Section 301, be a member in good standing for at least two years immediately preceding the election; have practiced

**2010 UNAC/UHCP Convention**

Crossing Borders

Update

Negotiations

ISSUE

THIS

2010 UNAC/UHCP Convention

May 2-5

Las Vegas, Nevada

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. Fees cover the costs 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 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 through 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

Attending 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, “Professionals with Passion,” conduct union business, participate in electing State Officers and 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 $150 for student members. For those with limited funds, a limited number of scholarships are available. For prices and details, please visit the Convention website at www.unac-ca.org.

The delights of Las Vegas will beckon you to relax and enjoy the various social and entertainment options offered, including over 150,000 square feet of gaming action, spectacular shows, and world-class restaurants. The Las Vegas Convention Center is conveniently located near the strip, hotel and tram transportation is provided from the center.

The UNAC/UHCP Board of Directors will be meeting in conjunction with the Convention. You are invited to attend all general sessions and to participate in any of the union business sessions in which you choose to participate. In addition, both Board of Directors members and Executive Officers will be on hand to discuss with you any matters of concern. Please be prepared to ask questions and make your voice heard.

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 NJNHCE 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; 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 Tresman, RN; Mary Cavagner, OD; and Tim Ulisse, 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 929-599-8655; or by email: barbara@unac-ca.org. Nominations must include the member’s full name and title. A brief written background is recommended.