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Kathy J. Sackman, RN
President

Ken Deitz, RN
Executive Vice President

Barbara Blake, RN
State Secretary

Delima R. MacDonald, RN, BS
State Treasurer

President's Message

The U.S entered a recession in late 2007. It's been called the "Great Recession," referring to the Great Depression of the 1930s. Certainly this is the longest and deepest since then, with more than 8 million jobs lost. There is, however, widespread belief among economists that the recession is over. But it sure doesn't feel like it, and won't for some time to come.

For Registered Nurses and other Health Care Professionals, it may not even feel like especially tough times. While it's true we all have friends and neighbors who have either lost their jobs, had their work hours cut or had their pay cut, the recession has had less of an impact on the majority of us. We have our jobs, and haven't faced large scale reductions or layoffs. Our work hours haven't been cut. And, for the most part, we continue to get reasonable pay increases.

Why is that? Sure, we're good at our jobs. But really, so are many of our friends who lost their jobs. The difference is that health care has experienced job growth over the past two years – the only industry to do so, other than government. Additionally, the shortage of nurses and other health care professionals is still alive and well.

Many of our contracts will be re-negotiated this year, and as you can imagine, bargaining new agreements in difficult economic times is challenging. Even if the employers we are negotiating with are getting through these tough times and generating profits, they may use this environment to propose changes they otherwise would not approach us with. Our bargaining goals, however, remain the same in good times and bad: wages that compensate you for your knowledge, skills and professionalism; health and welfare, and retirement benefits that provide security for you and your family; and safe, adequately staffed working conditions that allow you to do what you do best – provide high quality care and comfort to your patients and their families.

Our success in large part will depend on you, our members. Our challenge – your challenge – is to remain firm in our commitment to maintain and build upon the contracts we are renewing. I know we can be successful if we work together toward this common goal.

Kathy J. Sackman, RN



United Nurses Associations of California
Union of Health Care Professionals



A Year of Negotiations

Fountain Valley Negotiations Continue

Contract negotiations between the Fountain Valley Professional Association (FVPA) and Fountain Valley Regional Hospital continue as of the printing of this issue of the Voice. Despite a lot of hard work from both sides, no new agreement was reached before the contract's February 1 expiration date. As a result, the current contract has been extended, negotiations are continuing, and a Board of Inquiry (BOI) has been convened for early May if no new agreement is reached beforehand.

"These contract negotiations have been difficult at best, but our negotiating team has been diligently working to create a situation where productivity and safety are improved so that patients can go home healthier, happier and sooner," stated Wendy Burrell, FVPA Co-Chair of the Registered Nurse staff. "We want to strengthen our contract where we can and are spending

numerous hours together to make sure that happens."

The BOI provision found in our Tenet contracts is somewhat unique for UNAC/UHCP. The BOI, which consists of a Union representative, a management representative and a neutral arbitrator who serves as the chairperson, is initiated after a contract expires with the aim of helping the parties achieve a new agreement. The three-member BOI discusses all outstanding, unresolved contract issues and makes recommendations on how they should be resolved.

"The BOI can be an asset when a neutral third party is the solution to reaching an agreement," commented Susan Adamson-Nelson, FVPA Co-Chair of the Medical Professional staff. "Even though we might have different opinions on how to achieve the best possible treatment and outcome for our patients, I believe we all want the same thing. The employees that are on the front lines – the Registered Nurses and other Health Care Professionals – understand that this requires teamwork."

After the BOI recommendations are issued, both the Union and management must voluntarily agree to accept each

recommendation. If either party unilaterally rejects any recommendation, the rejecting party can submit the unresolved issue to interest arbitration. The arbitrator will make a final, binding decision.

Kaiser Bargaining Begins in Early April

KP national bargaining is set to begin April 6th and is expected to continue through late May or early June. As with the previous two contracts, local bargaining will begin after the completion of national talks. National bargaining will be different this year, with a single committee of senior leadership and rank and file employees undertaking the work. Using a proportionality formula, UNAC/UHCP has been allocated six committee positions.

Representing us will be: Kathy Sackman, RN, UNAC/UHCP President; Ken Deitz, RN, UNAC/UHCP Executive Vice President; Bill Rouse, UNAC/UHCP Executive Assistant; Pam Brodersen, NP, Medical Office President (Downey); Linda Morales, RN, Hospital President (Baldwin Park); and Danny Pollack, OD, KPASCO President (Panorama City). Brodersen, Morales and Pollack were elected to the national committee in a vote by all KP affiliate officers.

**FREE ALERTS ON ISSUES
THAT AFFECT YOU**



continued on next page

Lakewood Kickoff

The Lakewood Registered Nurses Association (LRNA) held a negotiations kickoff event in late February which was well attended. Union members had

the opportunity to meet with their affiliate officers, UNAC/UHCP state officers and department directors to discuss upcoming Negotiations and other issues. In addition, the nurses completed a bargaining priorities survey. The LRNA

negotiations team will be led by UNAC/UHCP Staff Representative Joy Harvey, RN, and includes LRNA officers and members Joel Emerson, RN; Aleyama Mathew, RN; Lorraine Bellinis, RN; Nelida Lacaba, RN; Veronica Mendoza-Balbin, RN; Marinela Solis, RN; and Krishna Yu, RN. The Lakewood contract expires on May 5, 2010.



LRNA Negotiations Kickoff

Front Row: (L-R) Raul Permejo, Veronica Mendoza-Balbin, Nenette Jao, Ruby Flores, Sally Manalad, Nora Sanchez; Standing: (L-R) Gloria Buan, Joel Emerson, Pouran Langaroudi, Joy Harvey, Lorraine Bellinis, Barbara Evans, Minerva Aller-dela Fuente, Nelly Lacaba

SPNN Prepares for Negotiations

Sharp Professional Nurses Network is currently preparing for contract negotiations. Several general membership meetings are being held March 16th to allow SPNN leadership to provide insight as to what can be expected during negotiations and to obtain feedback from all represented Registered Nurses. The SPNN contract expires June 30, 2010.

Union in Brief

UNAC/UHCP – The 2010 Advanced Labor-Management class schedule has been set. The two-day class will be held March 17-18, June 16-17, September 15-16 and November 17-18 at the UNAC/UHCP San Dimas office. To register, contact the UNAC/UHCP office.

KAISER – As a result of KP reaching its 2009 financial performance target, Kaiser union members with

at least a year of employment received a 1% employer-paid contribution to their retirement savings plan account in early March. The 1% contribution plan was negotiated as part of the National Agreement in 2005.

AFSCME – Do you have a child who is currently a college sophomore majoring in the social sciences? If so, AFSCME is offering \$5,000 per year for their junior

and senior years of study. The application deadline is April 30, 2010. Find more information at: <http://afscme.org/members>.

UNAC/UHCP – The 39th AFSCME International Convention will be held in Boston, MA, from June 28 through July 2, 2010. Interested in attending as an UNAC/UHCP elected delegate? Nominations will be accepted until March 24. For information call 909-599-8622.

Meet our New Staff

Eric Robles and Rosa Rodriguez



Eric Robles recently joined UNAC/UHCP as the Political Affairs Representative for San Diego and Orange Counties. Prior to coming on board, Eric served as a Senior Assistant to California State Controller John Chiang.

Eric has an extensive background in public and political affairs,

having run several local and state campaigns. He also worked for U.S Representative Lucille Roybal-Allard, a ranking member on the House Appropriations Committee who serves on the Labor, Health and Human Services Committee. Eric handled

all health issues for the Congresswoman and worked to secure funding for many organizations and projects in California's 34th Congressional District.

Before getting involved in politics and public service, Eric lived in Washington, D.C. where he worked for the United States

Catholic Conference of Bishops and graduated from The Catholic University of America.

Rosa Rodriguez joins UNAC/UHCP as Legal Secretary, working directly with our in-house attorney, Lisa Demidovich. In her prior role, Rosa worked for 11 years supporting three attorneys at Rothner, Segall, Greenstone & Leheny, a law firm that primarily represents labor unions, labor-management trust funds, and employees with wage and hour and civil rights claims.

Prior to becoming a legal secretary, Rosa lived in El Paso, Texas and committed her time as a stay-at-home mom for her four children.

Legislative Update Issues That Matter to You

The Department of Consumer Affairs (DCA) has sponsored legislation, Senate Bill 1111 (Negrete-McCloud), to reform health care boards under their jurisdiction, including the Board of Registered Nursing. Barbara Blake, UNAC/UHCP State Secretary, met with the bill's sponsors to discuss three major areas of concern with the bill: mandatory posting of home addresses of health care professionals reported to licensing boards; mandatory reporting of any suspension or termination for the causes listed in the bill; and no prohibition on "borrowing" fees paid to health

care boards for other proposes. We will continue to follow SB 1111 to ensure our members' and the public's interests are protected.

Senator Mark Leno's single-payer legislation (SB 810), a UHCP/UHCP high priority bill, cleared a major hurdle by passing out of the house of origin by the January 31, 2010 deadline. If signed by the Governor, SB 810 would create a framework for the California Healthcare System (CHS), establish a Premium Commission to determine the cost of CHS, develop an affordable premium structure, and consider other

analyses of universal health care proposals. Support and opposition of the bill is divided along party lines. Several Democrats spoke in support of the bill; Republican opposition was largely focused on anti-big government concepts.



EVERYDAY LEADER

sunday monday tuesday wednesday thursday friday saturday



Janet Rossi, RN
Kaiser Orange County Professional Association

Unit: OR, Kaiser Irvine Sand Canyon Surgical Center

Registered Nurse: 25 years

UNAC/UHCP Member: 23 years

Hometown: Dana Point, CA

“In healthcare, I realize that having a union contributes to better patient safety and allows me to be more of an advocate for the patients and the nurses.”

“Nursing was always a passion for me. I’m an oldest child and was very nurturing to my three siblings. I constantly wanted to treat anyone I met as if they were family members. As a nurse I get to advocate for my patients now, whether they are awake or asleep on the operating table.

While I was still living in Rhode Island, a friend of mine who had moved to California for nursing opportunities called me; she was working at Kaiser Fontana at the time. She asked me, ‘Why don’t you see if you can get a job here, at Kaiser? It’s a good place to work and has good benefits because of our Union.’ At the time I had two young children and a husband, so having good benefits

and quality health care for my family was really important. I interviewed at Kaiser Fontana and was hired in 1987 to work on the pediatric unit. I did that for about four months and then had the chance to participate in a 6-month peri-operative program in the Operating Room. I’ve been in the OR ever since. I stayed at Fontana until 2005, when I transferred to Sand Canyon.

Fontana was a great experience for me when it comes to UNAC/ UHCP. The Fontana RNs were very union strong and it was exciting for me because I had not worked in a union facility before. When I transferred to Sand Canyon, UNAC/UHCP was working diligently to build up our local

leadership. I became involved because I believed I could help make a difference when it came to educating nurses and managers about our labor-management partnership.

Nurses have more contact with patients than doctors do. We know what is going on with our patients, advocate for them, administer medication when needed and even sit by the bedside to help ease their nerves or just be someone to listen to their concerns. In healthcare, I realize that having a union contributes to better patient safety and allows me to be a strong advocate for my patients and my fellow nurses.”



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