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2011

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Ken Deitz, RN
President

Barbara Blake, RN
State Secretary

Delima R. MacDonald, RN, BS
State Treasurer



President's Message

Dear member,

While many of you know that UNAC/UHCP is there to fight by your side when there is a problem, you may not know the mission and values that drive this organization. Our guiding principles are grounded in the advancement of our members. They are listed below.

The mission of the United Nurses Associations of California/Union of Health Care Professionals (UNAC/UHCP) is to empower health care professionals to be advocates for UNAC/UHCP members and patients; to create a high quality work environment; to provide economic and professional advancement; and to improve the quality of healthcare.

The values that guide the work of UNAC/UHCP are: health care professionals representing health care professionals, guided by transparent, accessible, democratic governance; advocacy for quality care; and the empowerment of our members.

Through our unique structure, we are able to live up to these ideals and represent every single member, regardless of issue, with vigor and professionalism. UNAC/UHCP is member driven, and even though we have a formal structure, every member can still call me personally. UNAC/UHCP revolves around our affiliates. Each facility elects its own leadership, and those local officers have local representatives they work with to make sure each member gets the attention he or she needs. Each affiliate has a representative on our Executive Council that meets every other month to manage union affairs. With over 20,000 members, this is the best way we've found to make sure we always hear your voice. We know that despite our size, each person we represent has unique needs.

I'm proud to say after 39 years, UNAC/UHCP remains health care professionals representing health care professionals. I hope you'll read our guiding principles closely, and let me know if you have any feedback.

In Solidarity,



United Nurses Associations of California
Union of Health Care Professionals

Affiliate Leaders Jumpstart the Future at Annual Conference



UNAC/UHCP affiliate officers wasted no time in getting down to business on the first morning of their annual conference, when they considered the challenges and opportunities facing nurses and health care professionals from national health care reform, and the Governor's efforts to balance the California state budget.

Beth Capell, a member of UNAC/UHCP's legislative and policy advocacy team in Sacramento, discussed the Affordable Care Act (ACA). AFSCME and the U.S. Labor movement were instrumental in winning passage of this historic law, which will lead to increased

demand for health care—including more nurses—and pressure providers to control costs, presenting challenges to UNAC/UHCP in bargaining. Affiliate officers agreed that UNAC/UHCP must educate its members about the ACA and engage them in meeting the challenges and opportunities.

Affiliate officers in breakout groups discussed the Act's impact and how hospital management might act in the new environment. "We've all got to stick together," said Cecilia Hipolito-Fischer, RN and Hospital President at Kaiser West LA. "Management has got to feel our unity."

"The stronger we are, the stronger our union is," Helen Bouman, RN and President of the Garden Grove affiliate, told the other affiliate officers as they worked together to lay out a vision for the future of the union over the next ten years.

Bouman told how Garden Grove nurses stood together when their hospital's new owner unilaterally eliminated their extended sick leave program. The nurses filed a grievance, submitted evidence, and ultimately won it all back. "The more active we are in our facilities," she said, "the greater our morale."



Orange County Labor Federation Recognizes UNAC/UHCP's Work on the Frontlines of Care

On June 10, the United Nurses Associations of California/Union of Health Care Professionals was honored by the Orange County Labor Federation at their 11th Annual Solidarity Leadership Awards Dinner with the Legislative and Political Organizing Union Award. Specifically, UNAC/UHCP's members were recognized for their activity in legislative advocacy, election participation and supporting California's Labor Movement. Our work on SB 1111, the bill that would have put Registered Nurses' addresses on the Internet, our union's strong presence in Wisconsin in March, and our support of the Costa Mesa City Employees were praised. Finally, our political programs to influence organizing campaigns in Southern California and support other labor organizations in their efforts to organize and support employees

were decorated.

"UNAC/UHCP's members work on the frontlines of health care and understand how important it is to advance laws and policies that improve their ability to deliver high quality care," said the Orange County Labor Federation. State Assembly Members Jose Solorio, Betty T. Yee, and Tony Mendoza, California State Board of Equalization Chairman Jerome Horton, US Congresswoman Loretta Sanchez, and California State Controller John Chiang all presented UNAC/UHCP with certificates of accomplishment in celebration of the award.

"It's an honor just to be nominated," quipped UNAC/UHCP State Secretary



Barbara Blake before becoming earnest. "Truly, this award goes to our members, who walked the precincts, phone banked voters, participated in PEOPLE drives, attended rallies, and took on elected roles or volunteered at their local affiliates. They already have demanding, heroic jobs, and that they go beyond that for the good of the labor community should be an inspiration to everyone."

Victory! Kaiser Unfair Labor Practice Halted After Charge Filed by UNAC/UHCP

A few months ago, UNAC/UHCP filed an Unfair Labor Practice charge against Kaiser Permanente with the National Labor Relations Board (NLRB). This charge was filed as a last resort after Kaiser refused to resolve an issue of concern to our members.

The "issue" was the wording on Investigatory Suspension notices. Kaiser threatened and intimidated our members with wording such as:

"Violation of the strict confidentiality requirements, which are an integral part of this investigation, may result in

corrective action, up to and including termination."

"Nor are you to contact other employees during your period of suspension. Non-adherence to this may result in disciplinary action up to and including termination of your employment."

"You are also encouraged to refrain from any unnecessary conversation about the investigation."

The NLRB has issued an amended complaint against Kaiser on April 19 and as a consequence, Kaiser must now take two actions: (1) They are required to post a notice that they



UNAC/UHCP Files Friend of the Court Brief in California Supreme Court Case

UNAC/UHCP filed an amicus curiae (“friend of the court”) brief in May in support of the American Nurses Association in a California Supreme Court case involving whether unlicensed school personnel should be allowed to administer insulin injections to children in public schools across California.

Plaintiff American Nurses Association asserts that the law permits only licensed school personnel, such as school nurses, to administer insulin injections. UNAC/UHCP supports that position because misadministration of insulin can lead to devastating consequences, particularly for children who are too young to self-administer and communicate accurately all dietary

or physical excursion changes each day. UNAC/UHCP Attorney Lisa Demidovich prepared the amicus brief.

If the California Supreme Court allows unlicensed staff to administer insulin, said Maureen Cones, the ANA’s lawyer, “students with disabilities will lose their right to receive health care from the licensed professionals who are qualified to provide it.”

The two lower courts that heard the case before the California Supreme Court granted review, ruled that the Nursing Practice Act allows only



licensed school personnel to administer medication by injection, including insulin, in nonemergency situations.

will not violate the National Labor Relations Act on over 150 bulletin boards throughout Kaiser Permanente in Southern California, and (2) Send an e-mail notice to employees represented by UNAC/UHCP.

Though the vast majority of our members will never in their Kaiser career be placed on an investigatory suspension, UNAC/UHCP fights hard to protect the rights of those affected members to receive a fair and full investigation.

The Affordable Care Act is Helping Patients Now

While the new health reform law, the Affordable Care Act, is being implemented gradually, there are some important improvements already in effect for patients. The following information can help UNAC/UHCP members and our patients understand the features of the laws.

- Parents may now keep their adult children on their health plans until their child turns 26.
- Medicare now provides patients with free preventive care, such as cancer screenings, and a free annual prevention check-up.
- Private health plans may no longer charge co-payments and

deductibles for most preventive services.

- Health plans are prohibited from dropping people from coverage when they get sick.
- Health plans may no longer place lifetime limits on the amount of services they will pay for, and there are restrictions on the use of annual payment limits.
- Insurance companies are now required to spend more of the premiums they collect on health care services. This will help bring our premiums down over time.
- Many small business owners are eligible for tax credits to help them purchase health coverage.

EVERYDAY LEADER

sunday monday tuesday wednesday thursday friday saturday



Inese Redondo, RN
SPNN – Sharp Mesa Vista

Unit: Geriatric Psych

Registered Nurse: 47 Years

UNAC/UHCP Member: 13 Years

Hometown: Chicago, IL

“Before the union, nurses were treated like children. Now we’re treated with respect, we have a voice in what goes on in our workplace and in how patients are treated.”

The union saved our hospital. Sharp said we were losing money and tried to sell the hospital to a for-profit chain. We organized community groups and arranged for people from Washington to testify on our behalf at hearings. When a community gets organized, justice can prevail. It turns out Sharp was not losing money, and the Attorney General prevented them from selling the hospital.

I always wanted to be a nurse. To me there’s something sacred about being in a hospital. With my Masters in Counseling Psychology I decided to go into psychiatric nursing. I’ve been in geriatric psych since 1990. I grew to love my older patients and find nursing very rewarding.

I was in management for awhile until I became disillusioned. I had a democratic leadership style. I felt nurses should have a voice in decision-making. But health care started to change in the late eighties. I became a union activist in the 1990’s when cuts became the norm, and only management favorites got raises.

I like helping nurses when they have to go to disciplinary or investigatory meetings. I don’t like to fight but I know how if I have to. I’m happy to be in a union hospital. Now we’re treated with respect, we have a voice in what goes on in our workplace and in how patients are treated.

We are the union. The union is here

to protect our rights and empower us to deliver the best care possible for our patients. I feel privileged and honored to serve my union, and the Registered Nurses who serve others.

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.



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Union in Brief

ST. FRANCIS BARGAINING —

Negotiations continue between Management and the St. Francis Registered Nurses Association. The two parties have reached agreement on a new just culture standard for discipline and discharge, leaves of absence, job postings, filling of vacancies, and expanded clinical ladder. Negotiations will continue in mid-July over wages, health insurance benefits, pension, and staffing.

PARKVIEW BARGAINING UPDATE —

Negotiations continue between Management and the Parkview Registered Nurses Association (PRNA) for a new contract.

BEVERLY BARGAINING UPDATE —

With the strong support of Beverly Registered Nurses, the negotiating team is making slow but steady progress. Negotiations will continue through the summer.

SPNN BARGAINING COMING —

The Registered Nurses of the Sharp Professional Nurses Network will head back to the bargaining table soon. The contract expires September 30, 2011, and a contract support team has already formed to aid in the negotiations effort. To get involved, email sharpnurses@unac-ca.org.

GARDEN GROVE BOARD OF INQUIRY —

The Garden Grove Registered Nurses Association will present remaining negotiation proposals for resolution at Board of Inquiry hearings to be held on July 12, 19, and 21.