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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,

One of the most important duties of a union is to help you get the best contract possible.

In this month's issue, we'll tell you more about the fight at St. Francis for a better contract. Time and time again we've found the best weapon in these fights is an energized membership at negotiations. During St. Francis bargaining last month, 150

Registered Nurses attended on a single day and were asked to introduce themselves to hospital management. Some nurses even introduced their children who were born at the hospital. The bargaining team later remarked that the pressure of hundreds of members at negotiations really "burned up management's lawyer."

Recently, the Garden Grove Registered Nurses Association (GGRNA) settled their contract with Prime Healthcare ahead of a Board of Inquiry hearing. This was no small feat, as Prime's goal was to avoid signing a Collective Bargaining Agreement with any union. We are the first. Again, this was possible because of the high level of engagement within GGRNA. During negotiations, hospital management complained about "getting the stink eye" from GGRNA members at the bargaining table. This level of pressure is what put the union over the top on a first of its kind contract from Prime Healthcare.

Finally, we have our fight of the RNs at Parkview Community Hospital. On the last day of negotiations, 60 RNs were behind our team at the table. The bargaining team reported back that the standing room only at bargaining made management squirm. The crowd of nurses helped secure a phenomenal second contract for the Parkview Registered Nurses Association.

You may think that one person will not make a difference, but you do. Showing up to negotiations and forcing management to own the proposals they've made creates change. As we head into difficult negotiations next year with Kaiser, remember that actually being at negotiations can make a difference when it comes to your next contract. So can attending meetings, signing petitions, wearing stickers, and staying informed through the various modes of communication UNAC/UHCP uses. If you have questions about bargaining, speak to your representatives.

In Solidarity,



# St. Francis RNs Narrowly Avoid Strike in Prolonged Fight for a New Contract



Despite the tremendous presence of St. Francis RNs day and night at bargaining, St. Francis Medical Center management refused to move their position on two key issues—safe staffing and a secure pension—during extended bargaining from May through August 2011. On August 30, by an overwhelming 98% margin, the St. Francis Registered Nurses Association voted to strike. When confronted with a strike, hospital management came back to the table ready to collaborate. Just a few days before the strike was set to begin, the contract was ratified by a large margin.

“It helps sitting at the table to look behind and see [the members]. You are the power,” said Sandi Marques, RN, BSN, MBA, President of the St. Francis Registered Nurses Association. A hard fought wage takeaway was defeated through unprecedented member support in July, when over 400 members came to bargaining over a three day period. In the end, it was the power of the members that spurred SFMC to ask to meet with bargaining team members after the strike vote to hammer out a deal to head off the strike.

It was this Marques quote about the

vote that moved so many as news of the strike hit the streets: “We ask that they provide an environment for safe, patient-centered care. We’ve come to the table ready to collaborate, and management has not. I don’t take this strike lightly. I spent part of my childhood in Lynwood and have worked at this hospital for 26 years. This is my community.”

Immeasurable thanks to the 700 RNs at St. Francis who gave their all during these difficult negotiations. It was your strength that brought this victory.



# West LA Member Starts Medical Mission to Benefit Her Childhood Home

UNAC/UHCP member Millicent Manyore, RN, a seven year PCU RN from Kaiser West LA, founded Medical Missions Kenya after migrating from Kenya 12 years ago. Growing up in Kenya, she didn't know the health system in Kenya was any different until she went to a doctor in the United States. She says "I had no idea what high blood pressure was let alone the fact that mine was high." As a nursing student, Manyore brought a small home glucometer and an electronic blood pressure machine to test family and neighbors back in Kenya. She ran out of glucose strips before she ran out of people

who needed testing, as word spread through her hometown.

Manyore is taking a group of volunteer nurses and doctors on the inaugural medical mission trip in December. The organization targets remote rural villages to provide medical relief to locals, often poverty-stricken individuals, who have been excluded from health care systems worldwide. Despite the tremendous progress made in global health over the past two decades, there are places in Kenya where health care services are non-existent or not accessible.



Manyore says her first trip to the doctor in the States changed her life path for good. "I realized then how little I knew about health and how inadequate the Kenyan health system was. It was then that I decided to go to nursing school. I knew I wanted to make a difference."

## Kaiser RN Campaign Takes Off

UNAC/UHCP has started organizing RNs at southern California Kaiser facilities. The RNs are facing uncertain wages outside of a fair wage grid, potential loss of their pension plan, the possibility of rising health care costs both now and when they retire, and arbitrary discipline and termination.

The job categories covered in the organizing campaign, formerly referred to as "Specialty Practice RNs," include Emergency Department Repatriation; Patient Educators; Lactation Consultants;

Case Managers; Wound, Ostomy and Continence Nurses; and Certified Nurse Midwives. The WOCNs and the Certified Nurse Midwives will be a separate bargaining unit. UNAC/UHCP members who work at Kaiser are encouraged to help out with the campaign at their facility. Contact Tony Dorono at [tony@unac-ca.org](mailto:tony@unac-ca.org) if you would like to get involved. Those who work outside of Kaiser but have contacts who are specialty practice RNs at Kaiser are also encouraged to contact Tony.

## UNAC/UHCP Summer Activists Leave Their Mark

UNAC/UHCP had two wonderful summer interns recruited from the UCLA Center for Labor Research and Education. The good news is that Wilfredo "Willie" Velasco-Vargas, originally from Montebello, still intends to become an emergency room RN. Sam Jung is headed to Oakland to organize youth of color, but says in the future he may pursue a labor career.

"I'm grateful for unions to protect what I consider the primary caregivers...

they deserve respect," says Willie. While interning at UNAC/UHCP, Willie has also been volunteering at LA County/USC Medical Center in the Department of Emergency Medicine. Sam put his college organizing expertise to work at UNAC/UHCP in the St. Francis contract campaign, helping the RNs find their voices during the campaign, and work with each other to amplify those voices. We wish these bright young stars the best in their future endeavors.



Sam

Willie

# Tamara Yildez Joins UNAC/UHCP to Become a Voice for the Future

Tamara Yildez's union roots go back before her nursing career began—to Local 1167-UFCW. There, as a checker, she was able to work around her nursing school schedule, driven to become an RN. The importance of being in a union stuck with her.

For eleven years, Tamara worked as an RN before becoming a contract specialist with UNAC/UHCP. She says she realized she had been missing a huge opportunity to make a positive difference in her workplace. "Being

in a union, having a voice in the decisions of our workplace...we pave the future of the nursing profession. Now I realize the strength of our union is within the members."

Tamara says her four children are her greatest gifts: Tara, Shayna, Melis, and John. Each has high aspirations and different talents, and the four keep her life interesting. One daughter is studying to become a pharmacist, another a teacher. Her son is active in soccer, and her third



daughter is an avid piano player. In her spare time, Tamara likes to bike ride at the beach, garden, and travel to historical places. Welcome, Tamara!

## Our Voice at the NUHHCE 2011 Convention

UNAC/UHCP joined the National Union of Hospital and Health Care Employees (NUHHCE) in 1988. When NUHHCE was founded in 1932, it was the first union to represent health care workers. Once every three years, NUHHCE holds a convention for affiliates to come together to decide the future of the union. The following are UNAC/UHCP's delegates and alternates to the 2011 NUHHCE Convention.

### Delegates

Ken Deitz, RN, UNAC/UHCP

Barbara Blake, RN, UNAC/UHCP

Delima MacDonald, RN, UNAC/UHCP

Michael Zackos RN, Kaiser LAMC

Rosario S. Sagun RN, Sharp Grossmont

Nancy Li RN, Kaiser San Diego

Femia C. Santos RN, Sharp Grossmont

Milagros R. David RN, Kaiser Riverside

Gregory W. Lutz RN, Kaiser San Diego

Elizabeth Hawkins RN, Kaiser Riverside

Dawn Driscoll RN, Kaiser San Diego

Jetti Deden-Castillo RN, Kaiser Downey

Susan Davis RN, Kaiser Riverside

Moises Alarcon RN, Kaiser Baldwin Park

Susie Crawford RN, Kaiser Downey

Holly Erving RN, Sharp Grossmont

Donna Smith RN, Kaiser San Diego

Carolyn Bravo RN, Kaiser San Diego

Cindy Klein RN, Kaiser Riverside

Sunny Barana, UNAC/UHCP

Kamesha K. Bailey RN, Kaiser San Diego

Gerardo Bajamundi RN, Kaiser Downey

Scott Byington RN, St. Francis

John "Tim" Uliasz RN, Kaiser San Diego

Jeff Cochran RN, St. Francis

Tamara Yildiz RN, Kaiser Fontana

Suzanne Delaney RN, Kaiser Riverside

Tina Irving RN, Sharp Memorial

Catherine "Cathie" Moore RN,  
Kaiser Orange County

Kathleen Purcell NP, Kaiser Fontana

Debbie Gordon NP, Kaiser Riverside

### 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](mailto:publicaffairs@unac-ca.org) along with your name and your affiliate.

# EVERYDAY LEADER

sunday monday tuesday wednesday thursday friday saturday



Shelley Stanovich, RN  
**KAISER DOWNEY**

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Unit: Interventional Radiology

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Registered Nurse: 21 Years

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UNAC/UHCP Member: 14 Years

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Hometown: Seal Beach

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**“With UNAC/UHCP as our champion on the job, we’re able to stay focused on patient care, where our attention belongs.”**

I’m always ready to fight to ensure we deliver quality care. Last year we had a difference of opinion on job scope with the administration of our department. As a Steward, I knew UNAC/UHCP had the power to force the issue, and when I asked them to help, they did. In the end, upper administration told our department the nurses were right. Had the union not gotten involved, it wouldn’t have come out that way.

I became a Steward when I joined the radiology department and saw a lot of unfairness and misinterpretation of the contract on the part of management. I learned most of the issues got better when the union got involved. I became an activist, the loudest voice in the department.

I encourage everyone I know to work for a union hospital so they have a say

in what goes on in their workplace. I’ve worked in a non-union hospital, and I know what it’s like to be without that voice. I’m very proud that my daughter just became a nurse, and she’s working for a union hospital now too.

Before I came to Kaiser, I helped try to unionize St. Jude’s in Fullerton. It was upsetting to watch that process fail. They really squashed the nurses and actively prevented us from coming together to form a union. When I compare the two work places, there’s no way I would go back.

I’m always there to represent the members, no matter what the issue is. I’ve seen the most effective way to make change is to take action, no matter how simple. For instance, by filling out staffing objection forms in Radiology, we showed the need for

more staff. As a result, we’ve doubled staff in the last year.

The bottom line is we’re all just trying to deliver the best care we can. With UNAC/UHCP as our champion on the job, we’re able to stay focused on patient care, where our attention belongs.

I’m very concerned about the upcoming negotiations. I don’t want us to lose what they’ve promised us in the past, and I feel like this is a trust issue. We trusted them to give us what they negotiated with us in the past and now they want to take it away. People worked a long time to earn their health care and their pensions, and now Kaiser wants to take them away, and I don’t think that’s right.



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## Union in Brief

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### **GARDEN GROVE SETTLED —**

Garden Grove Registered Nurses voted overwhelmingly to approve a new contract that includes wage increases retroactive to October, 2010, and several contract improvements including bonuses, differentials and new holidays, while holding the line against proposed takeaways of our reserve sick bank and other benefits.

### **PARKVIEW BARGAINING COMPLETE —**

The Parkview bargaining team successfully negotiated some major contract improvements rarely seen in a second agreement, in addition to across-the-board wage increases. Due to Parkview's non-profit status this new Agreement must also be ratified by the Parkview Board of Directors.

### **UNAC/UHCP AT AFSCME'S NEXT WAVE CONFERENCE —**

AFSCME activists nationwide gathered at the Next Wave Conference in Atlanta, Georgia in June to engage members age 35 and under to develop the next generation of AFSCME leaders. UNAC/UHCP sent State Secretary Barbara Blake, RN, and newly hired Staff Representative Tamara Yildiz, RN to Atlanta to join the more than 600 up and coming leaders of the labor movement in a weekend that included a tour of the Martin Luther King Jr National Historic Site, a flash mob, and a panel discussion with Sarah Kamal, a democracy activist from Egypt who used social media organizing to help end the Mubarak regime. The next wave of labor leaders attending the conference will be pivotal in fighting the battles necessary to maintain the labor movement for generations to come.

### **AFSCME SCHOLARSHIP —**

Each year the AFSCME Family Scholarship Program provides ten \$2,000 scholarships to high school seniors that will be renewed for \$2,000 each year for a maximum of four years. To be eligible, you must: be a graduating high school senior, be a daughter, son or financially dependent grandchild of an active or retired, full dues-paying AFSCME member, be an applicant to an accredited college or university and subsequently accepted as a full-time student in a four year degree program. For more information on the program, go to [afscme.org/family](http://afscme.org/family).