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Ken Deitz, RN
President

Barbara Blake, RN
State Secretary

Delima R. MacDonald, RN, BS
State Treasurer



President's Message

As we say goodbye to the year that was 2011, I'm recalling how our union has grown in my first year as President. We won union representation for RNs at Beverly Hospital in seven weeks and have been fighting ever since for a contract. By the time you're reading this, we will have secured recognition at Kaiser for over 1,000 specialty nurses and almost 200 CNM/WOCN's. Meanwhile, we won a tremendous second contract

for the Registered Nurses at Parkview Community Hospital, including national certification, BSN and MSN language designed to raise RNs skills in order to improve patient care. We avoided a Board of Inquiry with Garden Grove management and signed a contract that included national certification language and a better 401(k), which will mean a better life for members in retirement. The St. Francis contract battle was described in detail last issue. We won landmark staffing rights for our nurses in that fight. More recently, our RNs at Sharp won a contract with improvements such as the establishment of float clusters, which will greatly improve patient care and safety. Congratulations to all the affiliates that continue to fight and win at the negotiating table.

We've spent a lot of time winning in court and in arbitrations—see our latest victory in Union in Brief. Whether it was ending an unfair labor practice occurring at Kaiser (see July/August *Voice*) or the NLRB prosecuting Chino Valley Medical Center's refusal to bargain, 2011 was a banner year for UNAC/UHCP's legal department. Our legislative and political team also kept extremely busy, with a recent victory on Senate Bill 233 that expanded the role of Physician Assistants in emergency situations, and significant work raising our visibility in the political and legislative communities. It has never been greater. Our public affairs department continues to amplify our voices and our story through branding initiatives and the use of new technologies. As we head into the 2012 political elections during a difficult time for unions and, more close to home, in our own negotiations with Kaiser, I want to urge everyone to stand together. Register to vote if you haven't already. Make sure we have your current email address and phone number so we can contact you if emergency legislation comes up. Get involved during negotiations. What we do today will shape our tomorrow. Let's make it a good one, not just for ourselves, but for our children and theirs.

In unity, 



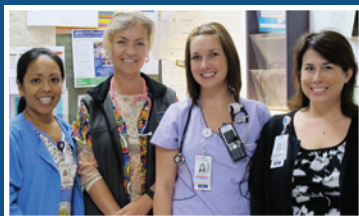
United Nurses Associations of California
Union of Health Care Professionals

SPNN Nurses Ratify Contract With Strong Break Protections

Registered Nurses at Sharp HealthCare ratified their contract in October after more than two months of intense negotiation. Less than a week before nurses were to begin informational picketing at Sharp's annual all-staff assembly, management agreed to key contract demands including a wage scale that recognizes RN experience and provides for annual wage increases. In addition, before this contract, Sharp could and often did force Registered Nurses to work for ten hours or more without a meal break. We won ground breaking language that now requires Sharp to provide breaks to nurses without compromising patient care.

"Our members are at the heart of patient care at Sharp hospitals," said Christine McGovern, RN, President of the Sharp Professional Nurses Network (SPNN), a Home Health nurse who's worked for Sharp for over 30 years. "We're proud of our work, and proud that we've won a contract that reflects our commitment to quality patient care, with wages and benefits that recognize our years of experience."

The RNs also won significant improvements in educational benefits which will help them as they move toward Bachelors and Masters degrees and will also help to maintain Sharp's magnet status.



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.

Imagine Our Future: 2012 Kaiser Contract Negotiations

The current Labor-Management Agreement (our union contract) between Kaiser and UNAC/UHCP will expire September 30, 2012. It will mark 40 years that UNAC/UHCP has bargained with Kaiser Permanente, since UNAC/UHCP was born in 1972.

We expect bargaining next year to be difficult. We are preparing now to have full participation of all Kaiser UNAC/UHCP members at all 13 Affiliates across Southern California.

National Bargaining: 95,000 Union Members Unite

Twenty eight different local unions, representing many different job classifications, come together as a Coalition of Kaiser Permanente Unions representing 95,000 Kaiser employees across the USA. Together we bargain with Kaiser over wages

and benefits and common union interests. Negotiations are set to begin in early March 2012.

Local Bargaining

Each individual local union bargains for the specific needs of their members. This is when UNAC/UHCP will bargain the specific working conditions that apply to our members. We expect this bargaining to begin in the Summer 2012.

Contract Ratification Votes

Once National and Local bargaining is complete, ratification meetings are held throughout Southern California. At these meetings, the negotiated contract is thoroughly explained. UNAC/UHCP members vote on the contract following the meeting. Targeted for Late Summer/Early Fall 2012.

UNAC/UHCP seeks your engagement in the negotiations process by actively doing the following:

- Confirm UNAC/UHCP has your current address, non-Kaiser email, cell and home phone number.
- Open and read all postal mail, emails and text messages from UNAC/UHCP.
- Participate in any surveys with timely and honest responses.
- Attend all meetings related to negotiations.

Join the Contract Action Team (CAT) to represent your unit/department/shift. CAT members will work with the negotiating team on keeping UNAC/UHCP members informed and involved during upcoming negotiations.

Judge Finds Chino Valley Medical Center Guilty of Egregious Misconduct Against RNs

In yet another legal ruling against Chino Valley Medical Center (CVMC), an Administrative Law Judge found CVMC engaged in "egregious widespread misconduct" against Chino Valley RNs for organizing a union. The testimony, strength and commitment of Chino Valley RNs won this decision.

Crucial in the decision was the order to reinstate Ronald Magsino, RN, with full back pay and benefits. Ron was found innocent of all allegations made by CVMC.

The judge ordered CVMC, owned by Prime Healthcare, to "cease and desist" from its unfair labor practices. The judge's findings of misconduct

and "disregard of employees' fundamental rights" included CVMC's threats, interrogation and retaliatory discipline against RNs. He ordered the hospital to cease its stricter enforcement of rules and rescind any resulting discipline that was unlawfully issued to dozens of Chino Valley RNs.

In April 2010, Chino Valley RNs voted overwhelmingly for representation by UNAC/UHCP. Since that time, Prime Healthcare has engaged in a four-front legal battle to avoid its legal obligation to bargain with the RNs. Prime Healthcare also operates Garden Grove Hospital, a UNAC/UHCP affiliate.



New Staff: Public Affairs Specialist Jeff Rogers

The Public Affairs/Communications Department is pleased to welcome new staff member Jeff Rogers.

Jeff is a veteran of the labor movement, having led AFSCME Local 800, the Jewish Federation of Los Angeles, to its first strike vote in 50 years. As President, Jeff was part of a group who re-energized the 500-member local in its mission to support charitable organizations. Later, Jeff was on the Board at AFSCME Council 36, before working in the communications department at SEIU 721.

"I think unions are a crucial part of maintaining democracy and shared prosperity in this country. In every union I've been in so far, I've seen that the union improves the quality of the work and the functioning of the organization," said Jeff about his lifetime commitment to the movement.

Jeff grew up in Michigan. Away from the office, he enjoys writing poetry and fiction, watching movies, hiking and camping.



Legislative Update

Governor Brown Vetoes Board of Nursing Renewal Bill

In October, Governor Jerry Brown vetoed a routine bill that would have extended the authority of the Board of Registered Nursing (BRN) through 2015. The Governor took issue with first time hires who were to be given pensions, which he felt was irresponsible. The BRN added new investigators who would have the ability to subpoena, so they were classified as police officers.

The responsibility of the Board of Registered Nursing is to protect patients and nurses. UNAC/UHCP urges the Governor to call a special session of the legislature to address this issue immediately, so that public safety is not compromised. We look forward to working with the Governor towards a quick solution to this issue.

As it now stands, the BRN will be unable to license and discipline Registered Nurses starting January 1, 2012. If the Governor calls a special

session, a new bill to reauthorize the BRN can be voted on, passed and sent to the Governor for a signature. A second option is for this new bill to be voted on when the legislature resumes in January.

UNAC/UHCP members can go to unacuhcp.org to send a letter to their legislators in support of restoring the BRN as soon as possible.

How the Affordable Care Act Helps Families

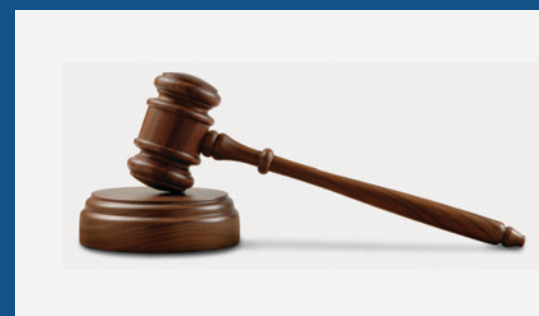
The Affordable Care Act, the law that will reform our health care system, will impact many Americans beyond just those who are uninsured. For the insured, several provisions will provide significant savings, including limits on out-of-pocket costs for lower income families, protection from high deductibles and copayments, and the elimination of lifetime and annual limits on benefits.

Those who are uninsured will have more options to make insurance obtainable, including tax credits, an expansion of Medicaid, and new

state insurance markets to be called "exchanges."

Most importantly, health care reform will slow the growth of health care costs. Families USA, a non-profit, non-partisan health care organization, released a study that projected savings five years after all provisions of the Affordable Care Act have gone into effect. Key among their findings, on average, each household in the United States will be \$1,571 better off in 2019 due to the provisions of the Affordable Care Act.

While it's impossible to say what our own personal savings will be, it's important to note that our patients will likely see benefits from the law, not just in their wallets, but also in coordination of care.



EVERYDAY LEADER

sunday monday tuesday wednesday thursday friday saturday



Monica Guillemín, PA-C
KAISER WEST LOS ANGELES

Unit: Plastic Surgery

Physician Assistant: 22 Years

UNAC/UHCP Member: 7 Years

Hometown: Chino Hills

“I remember what it was like to be out there, unrepresented, without stability.”

As a union activist, I feel a responsibility to look out for other union members first and foremost. When I go into meetings as a union representative, I’m not just representing my unit, but my colleagues in other units as well. I look out for all my fellow Physician Assistants.

It was our Steward who helped me become grateful for the union. Without her even knowing, I watched and appreciated her work. She made me feel that Physician Assistants were a valuable part of the union. She represented one and all in the union, and her goal was to share information

with everyone equally, no matter what type of health care professional you were.

I remember what it was like to be out there, unrepresented, without stability. I was in the ER in Fontana when Physician Assistants voted to join UNAC/UHCP. Through the union we came into a large fold. We fall under the big umbrella now, and we’ve got numerous opportunities for that reason. We have a voice in legislation. The union gives us a stable work environment. I appreciate that even more in our turbulent economy.

I always wanted to go into medicine, because my great grandmother had heart issues. I decided to become a PA because I like the flexibility of my schedule and the diversity of practice areas. Physician Assistant is one of the fastest-growing professions in medicine today.

I’ve seen the supporting hand that UNAC/UHCP has extended to help PAs be real partners in medicine. I’ve seen how being a part of a huge union helps all of the medical professions. So I attend peer meetings, I get involved in improving areas of our work. I’m a team player, and the union is my team.

On behalf of the officers and staff of UNAC/UHCP we wish you all a merry holiday season and a Happy New Year.



United Nurses Associations of California/Union of Health Care Professionals

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Union in Brief

LEGAL REPRESENTATION EXPENSE REIMBURSEMENT FOR UNAC/UHCP MEMBERS —

Upon completion of a written application by a UNAC/UHCP member, UNAC/UHCP may approve reimbursement of qualified expenses incurred as a result of a formal accusation, investigation notice, or formal settlement discussions and/or agreement with a California Healing Arts Board for the board governing the member's healing arts licenses. To find out how to apply and learn about limits and exclusions, contact your UNAC/UHCP staff representative. The written application should proceed incurring the expense, but must be received by the UNAC/UHCP legal department in the San Dimas Office within 90 days of incurring the expense.

LEGISLATIVE WIN FOR PHYSICIAN ASSISTANTS —

On September 26, Governor Brown signed Senate Bill 233 (SB 233), the

Emergency Services and Care bill that allows a physician assistant to provide treatment and consultation in the emergency care setting. UNAC/UHCP has long supported this bill, and worked diligently along with many other groups to secure its passage and the signature of the Governor. SB 233 was introduced by Senator Fran Pavley (D-Agoura Hills). This bill clarifies that a physician assistant can provide treatment and consultation in the emergency care setting.

FLOATING ORANGE COUNTY PAs GET THEIR DUE —

At issue was whether Kaiser should compensate Physician Assistants with an hourly float differential when they were floated to numerous Medical Office Buildings. As one of the terms of the settlement agreement reached through mediation, 12 Orange County Orthopedic PAs will receive a monetary settlement for back pay due to them for floating differential that was not paid. Beyond Orange County, the agreement

ensures that all Southern California region Advance Practice professionals, represented by UNAC/UHCP, who are already receiving the float differential will continue to receive it as long as they remain in their current float positions. More information is available on unacuhcp.org.

SAVE THE DATE: LOS ANGELES COUNTY CANDIDATE FORUM —

Forty five candidates for U.S. Congressional, State Senate, and State Assembly seats will each have 15 minutes to address officers from seven California AFSCME affiliates, including UNAC/UHCP, on December 10, 2011 and January 7, 2012. The candidate forums, taking place at the LA Metropolitan Water District next to Union Station in downtown, are an opportunity for us all to meet the candidates seeking to represent our communities in Sacramento or Washington, DC. For more information, please visit unacuhcp.org.