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Ken Deitz, RN
President

Barbara Blake, RN
State Secretary

Delima R. MacDonald, RN, BS
State Treasurer



President's Message

It's easy for us to think of "The Union" as something outside, away from our hospitals and apart from our daily work lives. But The Union is literally us, the members, united. The life's blood and breath of our Union is member engagement and action.

I witnessed it over and over again last year: at Parkview, Garden Grove, St. Francis and Sharp, management couldn't make a move in contract negotiations without members watching and taking action. The strength of our Union, members united, wore them down and we won each of those fights.

A few weeks ago I stood on a cold wet sidewalk in Montebello holding a candle with the RNs of Beverly Hospital and their community and elected supporters. Marlene Castanon pledged support from 700 St. Francis RNs, only to have Teresa Mulroy up the ante with the unity of 12,000 Kaiser members. For Beverly's union-busting lawyer that fight is just a fat paycheck, and bragging rights if he beats us. But for Beverly RNs, it's their lives, their families; the lives and well-being of their patients. That was Union on that sidewalk. That's how we'll outlast that lawyer and win.

We're going to bring that power of Union to the Kaiser Permanente negotiations in a new way this year. We're inviting every UNAC/UHCP Kaiser member to come and witness negotiations. I've seen it: with hundreds, even thousands, of RNs and health care professionals sitting across from management at the bargaining table, watching their every move and listening to their every word, what they do and say is different. The whole dynamic in the room shifts in our direction.

We have the one power management can never have: tens of thousands of us, united in commitment to our patients, to each other, to our families and ourselves. We have Union.

You'll be able to sign up to attend online in January, on our new contract campaign website. The Coalition of Kaiser Permanente Unions is 95,000 strong. Let's lead the Coalition with the largest Union presence there! Sign up later this month, and I'll see you at the Bargaining Table.

In unity,



United Nurses Associations of California
Union of Health Care Professionals

Kaiser Case Managers, Patient Educators, Nurse Midwives, and WOCNs Head to Bargaining

On December 3, Kaiser case managers, patient educators, nurse midwives, and WOCNs gathered to celebrate their recent vote to join UNAC/UHCP and plan the next chapter of the journey.

In speaking with case managers from Kaiser Antelope Valley, it became clear that for some, there is a serious issue not just with workload, but with basic human dignity and respect on the job. Case managers reported being able to cope only because soon, a union would be by their side to deal with outrageous behavior from management, such as being told they're "useless," and "the worst case managers ever."

Not surprisingly, many reported morale in their units is very low. Said a case manager from Antelope Valley, "if the union wasn't coming, I wouldn't stay."

Case managers at Kaiser Riverside spoke of losing benefits and worried because there is no cap on the number of patients they see. Said one RN, "They keep adding more



and more to our workload."

Others explained that it was coworkers, not management, that ensured case managers would be covered during breaks. Given the addition of an increasing number of logs, including one discharge log that was added within the last two weeks, the case managers worried they spend less time with each patient, more time filling out logs.

Margaret Colby, a Midwife at Kaiser Woodland Hills, also mentioned

charting as an increasing component of her time spent on the job. She noted flex benefits, retirement changes, and medical as reasons she was glad to have joined together with UNAC/UHCP.

Bargaining for the Kaiser case managers, patient educators, nurse midwives, and WOCNs begins January 24, 2012.

In Memory of Evelyn Minicucci



It is with great sadness we announce the passing of Evelyn Minicucci, a retired Kaiser NP and long-time Union activist. As one of the founding UNAC nurses in the early 1970s, Evelyn served on the original Fontana negotiating team and was a Fontana strike captain during the 1977 Kaiser strike. Evelyn was selected for one of the first Nurse Practitioner classes at Kaiser and was a strong advocate for NPs. She was an active supporter of UNAC throughout her 35-year nursing career at Kaiser. She will be missed by all her friends, family and UNAC/UHCP.

SAVE THE DATE! January 24, 2012

You are cordially invited to an open house at the new offices of the United Nurses Associations of California/Union of Health Care Professionals at 5030 Camino De La Siesta, Suite 306, San Diego, CA 92108.

Join us as we celebrate the new contract won by the Registered Nurses of the Sharp Professional Nurses Network and prepare for the upcoming Kaiser contract negotiations.

Beverly Nurses' Candlelight Vigil and Food Drive Shines a Light On Patient Care

On December 15, Beverly RNs held a candlelight vigil to shine a light on patient care and collect food for those in need in Montebello. Supporters also included UNAC/UHCP RNs from St. Francis and Kaiser, as well as representatives for US Congresswomen Grace Napolitano and Linda Sanchez, and California State Assembly Majority Leader Charles Calderon.

"Beverly Hospital had a choice," said Susan Justin, ICU RN, at the vigil. "They could have sat down with their nurses and addressed the issues. Instead they took the money that should go towards patient care and handed it off to a pricey attorney. It's not too late to turn it around. That's why we're out here tonight."

"I'm a resident of Montebello, a member of UNAC/UHCP, and a St. Francis RN. Having experienced recent negotiations, I came here to do whatever I can to support the nurses at Beverly," said Marilen Castanon, RN, a member of the community who spoke at the vigil in support of the Beverly Registered Nurses.

UNAC/UHCP RN Teresa Mulroy from Kaiser Sunset was another vocal advocate of the nurses at the vigil,



saying, "I'm here to support the Beverly RNs. They deserve fair pay, decent working conditions and decent benefits. I will do whatever I can to support their cause...to get what they deserve for the work they do."

CVMC RNs One Step Closer to Bargaining Table

On December 1, 2011, the U.S. Court of Appeals for the D.C. Circuit heard oral argument on Chino Valley Medical Center's (CVMC) appeal of the National Labor Relations Board's (NLRB) determination that it violated federal law by refusing to bargain with Chino RNs' chosen

representative, UNAC/UHCP. A three-judge panel, after having reviewed the written briefs filed in this appeal, asked questions of the attorneys representing CVMC, the NLRB, and UNAC/UHCP. The appeal is now under the Court's submission, and the Court could issue its written

decision by the end of 2011.

This comes on the heels of an administrative law judge finding CVMC committed widespread violations of federal law in its conduct leading up to and following the RNs' April 2, 2010 election victory.

Show Your Support for Beverly RNs: Sign the petition today!

You can support the on-going struggle of 300 Beverly Hospital RNs who are fighting for their first contract. Issues in negotiations include addressing poor staffing conditions, lack of supplies and equipment necessary to provide

safe care and high RN turnover. You can show your support by signing our online petition at <http://www.unacuhcp.org/beverlychange> and joining our Facebook page at <http://www.unacuhcp.org/beverlyfacebook>

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.

New Staff: Richa Amar Takes it to the (Legal) Limit

New UNAC/UHCP staff attorney Richa Amar decided to join the labor movement after participating in a legal clinic where she represented garment workers before the Los Angeles Office of the Labor Commissioner. Yet she also credits her aunt with her decision to become a labor lawyer. When she was narrowing in on her life's path, Richa had a conversation with her aunt about a bygone injustice that imperiled her aunt's career. Her aunt's union stood up for her, and years later she felt her successful career as a professor may not have been possible without the help of her union at that pivotal moment.

"Her story impacted me because it showed me how important it can be, even for a well-educated professional, to have a democratic organization rooted in collective action fighting for your rights," says Richa. "And, over the last six years that I've represented unions, I've seen firsthand their importance for all types of workers."

Richa comes to us from a law firm in Pasadena, where she represented unions before state and federal courts, arbitrators, and administrative agencies. She attended UC Berkeley, and later obtained her law degree from UCLA.



Legislative Update

UNAC/UHCP Holds Candidate Forum for 2012 Elections

On December 10, 2011, UNAC/UHCP participated in the first of two LA candidate forums sponsored by AFSCME. The forums allow union members and leaders from all Los Angeles area AFSCME affiliates to ask candidates questions about issues that affect our lives to candidates seeking endorsements in the 2012 elections. UNAC/UHCP State Secretary Barbara Blake, RN, took a very active role in the forum, asking each candidate questions about staffing ratios, education, and their budget priorities. She also sought support for HR 2178, a bill on national staffing ratio guidelines, from sitting Members of Congress, and asked members of the California legislature to ensure that the California Board of Registered Nursing was restored as quickly as possible. All UNAC/UHCP

members are invited to attend candidate forums in their local area. More information is available at UNACUHCP.org.

Health Care Reform: 2.5 Million Young Adults Now Covered Under New Law

The result of the Affordable Care Act provision allowing adults below age 26 to remain on parents' health care plans is an astounding 2.5 million young adults now with health insurance. This piece of the health care reform, which went into effect last year, has been more than twice as successful as expected.

Join Us for Two Local Upcoming AFSCME Events

As a UNAC/UHCP member, you are part of a giant union family. UNAC/UHCP is affiliated with AFSCME, the American Federation of State, County & Municipal Employees. We are

connected with more than 1.3 million public sector and health care members of AFSCME, including 360,000 RNs and health care professionals.

The AFSCME PEOPLE Conference will be held in Sacramento on March 25-26, 2012.

The International AFSCME Convention will be June 18-22, 2012 in Los Angeles. The International Union, based in Washington, DC, coordinates the union's actions on major national issues such as privatization, fair taxes and health care. Every two years, delegates to the International AFSCME Convention decide on the union's basic policies.



EVERYDAY LEADER

sunday monday tuesday wednesday thursday friday saturday



Gene Chang, OD
KAISER SOUTH BAY

Unit: Optometry

Optometrist: 8 Years

UNAC/UHCP Member: 7 Years

Hometown: Rosemead, CA

“I like working with people, I like helping people to see. I used to not understand unions before I became a UNAC/UHCP member. But now I see how our union helps us as professionals.”

I was always interested in optometry, because I was fascinated with the eyes. For many, sight is their most cherished sense. As an Optometrist, I help people see better, which is such an important part of life. I also like the flexibility, and working with people.

I did my residency at the Veterans Administration Hospital in West LA. I liked the integrated health care model, so I came to work at Kaiser where a similar system like the VA's exists. I like to learn about things firsthand and voice my thoughts. So when the opportunity arose to become a Steward and no one else stepped up, I was eager to get involved. I don't think of myself as an activist, really, but as a representative for my colleagues, who might not have the time or desire to take on that role. It's my responsibility to speak up for my co-workers and to try to get people

more involved, and I take that responsibility seriously.

As a Steward, I see the union make positive change. It is satisfying when we can accomplish certain goals, like negotiating a more fair and standardized schedule, with a limit on the maximum number of patients we see in eight hours. This is how the union helps us provide better care for our patients.

I am concerned about our upcoming negotiations with Kaiser. We've seen what they have done to other groups. The pharmacists, for example, had a tough time fighting to keep their benefits. They had their pensions frozen and took cuts to retiree medical benefits.

Our pension is extremely important. One of the biggest reasons I wanted to work at Kaiser was secure retirement. Most private sector

companies are doing away with pensions these days, using the economy as an excuse.

We have great benefits, and a good work environment where the health care professions are all integrated. Those benefits are due to our contract. To keep those benefits this year, we have to show management that we as members are involved and supportive of our team and our coalition.

I like working with people, I like helping people to see. I used to not understand unions before I became a UNAC/UHCP member. But now I see how our union helps us as professionals, and helps our patients. We have it pretty good, thanks to our union contract. We need to all get involved this year so we can hold onto that. I'm concerned, but I'm optimistic. I think members will rise to the challenge.



United Nurses Associations of California/Union of Health Care Professionals

955 Overland Court, Ste 150
San Dimas, CA 91773-1718
909.599.8622

www.UNACUHCP.org

5030 Camino de la Siesta, Suite 306
San Diego, CA 92108
619.280.5401

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Union in Brief

DUES INCREASES —

Union dues increase effective first pay period in February 2012.

Kaiser Affiliates – RNs, NPs and PAs – Dues will be \$52.80 per pay period. Per diems – Dues are \$2.64 per hour up to a maximum of 20 hours or \$52.80 per pay period.

BVRNA (Bear Valley) – Dues will be \$22.50 per pay period. Per diems – Dues will be \$1.125 per hour up to a maximum of 20 hours or \$22.50 per pay period.

FVPA (Fountain Valley) – Professionals dues will be \$43.22 per pay period. Per diems – Dues will be \$2.161 per hour up to a maximum of 20 hours or \$43.22 per pay period.

GGRNA (Garden Grove) – RNs – Dues will be \$39.71 per pay period. Per diems – Dues will be \$1.985 per hour up to a maximum of 20 hours or \$39.71 per pay period.

KPASCO – ODs dues will be \$63.76 per pay period. Per diems – Dues are \$3.188 per hour up to a maximum of 20 hours or \$63.76 per pay period.

LRNA (Lakewood) – RNs – Dues will be \$45.35 per pay period. Per diems – Dues will be \$2.267 per hour up to a maximum of 20 hours or \$445.35 per pay period.

PMRNA (Pettis) – RNs – Dues will be \$14.58 per pay period. Per diems – Dues will be .73 cents per hour up to a maximum of 20 hours or \$14.58 per pay period.

SFRNA (St. Francis) – RNs – Dues will be \$55.88 per pay period. Per diems – Dues are \$2.794 per hour up to a maximum of 20 hours or \$55.88 per pay period.

SPNN (Sharp) – RNs – Dues will be \$42.95 per pay period. Per diems – Dues will be \$2.148 per hour up to a maximum of 20 hours or \$42.95 per pay period.