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Great Care Starts with Me!



UNOCH News

United Nurses of Children's Hospital
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Should Nurses Strike?

Should nurses be "allowed" to strike?

Striking is a federally protected right for all private sector employees. Nurses

have the same rights as employees in any other profession, including the right to strike. Nurses have a right to a safe workplace, reasonable hours, affordable health care, appropriate compensation, benefits and retirement.

Do nurses strike?

At one time, nursing strikes were rare. However, the number of nurses willing to go on strike and the number of nursing strikes has been steadily increasing.

Nurses are the backbone of the healthcare industry.

How important are nurses to health-care?

Nurses care for patients - on all levels of acuity - from the patient coming in for a clinic visit to home care visits to the sickest trauma victim in the PICU to the most fragile NICU newborn with a life-threatening disease.

Of course all of our health care providers are very important. But does a patient get admitted to a hospital for 24 hour physician care? *Not usually.* They are admitted for 24 hour *Nursing Care.*

Nurses care for patients. It's that simple. And yet we are treated like a pair of disposable gloves.

You don't think that's true? Look what has taken place at RCHSD over the past few months:

- ⇒ 24 hour shifts taken away from the ALS Teams. Little discussion as the decision was already made.
- ⇒ Incentive Pay taken away. Then returned. Then taken away. Then brought back again, but only to some nurses. No dis-

- cussion with staff. Just "announcements."
- ⇒ ALS cell phones turned off. No prior notification. Just dead air one day. Causing the ALS Team members to rely on their cell phones (contraband according to RCHSD) when out on transport.
- ⇒ Critical Care Team disbanded despite repeated attempts from CCT members and UNOCH to re-work the team model.
- ⇒ A RN Negotiations Team from the hospital that our Chief Nursing Officer, Mary Fagan, has not seen fit to be a part of. (The first time in the history of our negotiations that the CNO has not been an active participant).

While the hospital has not yet tabled an economic offer in the current set of negotiations, UNOCH is concerned that the hospital will attempt to balance its budget on the backs of its nurses.

Usually, nurses strike when they feel they are not respected, when they are not provided adequate pay and benefits, and when cutbacks in staffing and patient care endanger the safety of their patients.

So what would happen if nurses pulled together and said "we aren't going to take it anymore?" RCHSD needs to understand that we are indispensable to the operation of the hospital and we are *not* easily replaced.

A faint heart never won a fair contract

We cannot allow the hospital to take away over a decade of improved wages and benefits because of their mismanagement.

Many nurses have resigned rather than be treated poorly by an arrogant HR that is intoxicated with its own power.

We need to work together to face the hospital as one, united and strong.



UNOCH website under construction



We are rebuilding the UNOCH website! The new website will be accessed at: www.unoch.org

Please notice that the address is "org" NOT "com." Not to worry though- if you reach the .com address

you will be routed to the .org site as UNOCH will continue to own both domain names.

UNOCH is updating the website to make it more user friendly and more updated. We are going to restructure the "Member's Only" section so that it is easier to access while still being a "closed" section (one that is not readily available to the general public).

The new website will not be ready for another two weeks at least.

We will also be maintaining the website locally to enable us to update the site faster. If you have any suggestions for the UNOCH website we'd love to hear them! Contact us at:

unoch@hotmail.com

UNOCH would like to recognize all of our terrific nurses and technicians! There would not be Rady Children's Hospital without YOU!

National Nurses Week begins each year on May 6th and ends on May 12th, Florence Nightingale's birthday

National Nurses' Day May 12

National Student Nurse Day May 8

National School Nurse Day May 9

Health Care Week- May 9-May 15

Another opportunity for UNOCH to thank all of our fabulous Technicians!!

RN Negotiations Updates

Note: The negotiations updates that you have been receiving via the hospital message system are updates provided by RCHSD- not UNOCH. Below are the updates that UNOCH has sent to our members.

April 4, 2012- First negotiating session with RCHSD.

UNOCH presented eleven non-economic proposals. The parties were able to come to a **Tentative Agreement** on four proposals.

.*Tentative Agreements

1. **Article I- Representation:** Language to include RCHSD satellite facilities.

2. **Article III - Section 301. Representation at Investigatory Interview**

The parties agreed to extend time for an employee to notify UNOCH of the need for a UNOCH Rep. **from 24 hours to one business day.** This eliminates the problem that the employee has when RCHSD notifies the employee on Friday afternoon of a potential meeting, which has been RCHSD's practice.

3. **New Section: Benefit Representatives Availability** - This was a Letter of Understanding. Now incorporated into the CBA.

4. **Article 2601 - Labor Management Committee:** Agreed to meet at least every other month.

Proposals that UNOCH presented

These have been presented and are pending further discussion.

Article IV - Section 404. Per Diem. Availability

Article XI, Section 1116. Cancellation

Article V, Section 506 - Disciplinary Materials

Article XXIV - Section 2401. Use of Employer Facility Conference Rooms

Article VII, Section 704. Lateral Transfer

Article XI, Section 1101e. - Performance Improvement Plan Same provision as Tech Unit.

New Section: Cell Phone Use

New Section. Mandatory On Call

April 18, 2012- Second Negotiating Session with RCHSD.

Another session involving NON-ECONOMIC articles.

RCHSD presented UNOCH with several responses (counter proposals) to our proposals of April 4.

We signed one Tentative Agreement (TA): Article VII Seniority, Section 704 **Lateral Transfers.** Currently when an employee transfers from one unit to another, whether or not they are given credit for their **unit seniority** depends on the unit to which they transfer.

UNOCH feels that each member of our bargaining units should take **both their hospital seniority (for retirement and benefits) as well as their unit seniority (determines shifts, vacation, holidays).**

That makes transferring to another unit much more consistent and equitable.

The way the article is written a transferring employee **will not bump someone off of a shift or vacation that they already have- but it will put a transferring employee in line according to their seniority- and yes, they may end up first in line for the next available shift, etc.**

There was a lively discussion involving Floating (not resolved yet) and more work on Article V: Discipline and Article VI: Grievance and Arbitration Procedure.



(Negotiation cont.)

May 4, 2012 - Third Negotiating Session with RCHSD

This was our third session involving Non-Economic Articles.

Today we discussed the Float Policy at length. We needed to include several new units and areas, as well as the additional hospital NICUs that RCHSD has acquired- while at the same time maintaining floating as a safe practice.

In addition, UNOCH proposed a new section to Floating Article VII. It is Section 802 and is titled **Patient Safety Teams.** This is a re-formed version of the Critical Care Team. It consists of **four** teams to staff the hospital-

- ✦ Critical Care Team- to staff CCU, ED, and NICU (Main and Rose)
- ✦ Acute Care Team - to staff Medical, Surgical, Hem/Onc, Med-West, and Grossmont Peds.
- ✦ Satellite Team - to staff any Satellite NICU.
- ✦ Palomar Team - to staff Palomar NICU and Palomar Peds Unit

RCHSD has our proposals and will respond at our next meeting.

Another important section that the parties are working on is Article XXV FULL NEGOTIATIONS, COMPLETE AGREEMENT AND WAIVER - Section 2504: Policy Changes.

At this time the last sentence of that section states ". . . nor shall this Section be construed as imposing any bargaining obligation on the Employer."

UNOCH disagrees. UNOCH considers any policy that has a effect on wages, hours, and working conditions is **absolutely within our bargaining rights.**

UNOCH is proposing that the sentence be removed from Article XXV. This is a very important concept and **it is a deal breaker for us.**

ADO FORM

Assignment Despite Objection

As you are all aware, staffing our units has been a challenge lately. And with the cutbacks of the support staff, getting our care done safely and efficiently has become problematic. The Assignment Despite Objection form is a way for UNOCH to track and document inappropriate and especially *unsafe* patient assignments. Do not put your patients or your license at risk!



Don't be silenced. Speak up for your patient and yourself

You are not obligated to accept an unsafe assignment.

If you do have an assignment that you feel is unsafe or outside your skill level follow these steps:

1. Report to you charge nurse that you think your assignment is inappropriate- try to be specific.
2. If the charge nurse is unable or unwilling to change your assignment, contact your unit supervisor.
3. If you are still asked to accept the unsafe assignment *and you chose to do so*, inform your unit leadership that you are doing so against your better judgment and that you will be documenting the process on the ADO form.
4. Provide your dept. leadership with a copy of the form **AND** send one to **UNOCH.**

The ADO form may be found on the UNOCH website- on the left side under "forms" OR google UNOCH ADO form.