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UNOCH NEWS
United Nurses of Children's Hospital 8170 La Mesa Blvd. La Mesa, Ca. 91942
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Great Care Starts With Me!

We've all seen the articles about our award winning care and the posters around the hospital featuring children with the "thumb's up" sign. Who makes that award winning care possible?

We do!

The terrific, loving care that our little patients receive comes from the front line staff that make the decisions, provide the hands-on patient care, support the families and give a part of ourselves every day that we work. RCHSD is a great place to be a patient because of us.

Our UNOCH contracts and representation are integral to making our hospital a great place to work too.

UNOCH and RCHSD are once again about to enter into contract negotiations- this time for the RN CBA. We have a snazzy new button to remind everyone where our great care starts. If you have not received one of our new buttons, be on the lookout for them. And when you get one, wear it proudly!



RN Contract Negotiations

Our UNOCH Negotiating team has started meeting and preparing for 2012 RN contract negotiations.

We are busy creating a survey, collecting information, benchmarking other facilities, and listening to the ideas and concerns of our members.

RCHSD has taken an aggressive stance by hiring one of the most anti-union firms in the country to represent them- Littler Mendelson PC, the same firm and attorney that RCHSD fired after the first contract negotiations twelve years ago.

But don't worry, UNOCH will be ready, and with your continued support and unity UNOCH will negotiate the best CBA possible.



2012 GENERAL MEMBERSHIP MEETING DATES

All meetings are on Tuesday evenings

MARCH 13

MAY 8

JULY 17

SEPTEMBER 18

NOVEMBER 13

General Membership meetings are open to all UNOCH members in good standing. Come hear what's going on- this is a negotiations year- keep up-

Stay United! Together our voice will be heard.

2012 RN Negotiations Survey

We know, we know- another survey!! This one is important too! Be on the lookout for the 2012 RN Negotiations Survey. Your UNOCH officers and unit representatives will be passing them around this week. This survey is your chance to let UNOCH know which issues are the most important to you and your work experience.

You can complete the survey in three ways.

1. Enter this link to the Survey Monkey website

<https://www.surveymonkey.com/SHGQJBM7>

(doesn't let you take survey twice)

OR

2. Go to the UNOCH website

www.unoch.com

Log on to the Member's Only section

Click on the survey link provided

Complete survey

OR

3. Complete a paper copy of the survey.

- Place the completed survey in the manila envelop on your UNOCH bulletin board.
- Hand the completed survey to your unit rep or UNOCH board member.
- Mail your completed survey to
UNOCH
8170 La Mesa Blvd.
La Mesa, Ca. 91942

Thanks! Your input is so important!



Just the facts. . .

UNOCH has received a number of requests for salary information of the top executives at RCHSD. Here are the figures **reported on the 2010 and 2011 IRS Form 990.**

2008 (filed on 5/10/2010)	BASE COMPENSA-TION	BONUS AND INCENTIVE COMPENSA-TION	OTHER COMPENSA-TION	DEFERRED COMPENSA-TION	NON - TAXABLE BENEFITS	TOTAL COMPENSA-TION
Kathleen Sellick, CEO	\$603,209	\$170,056	\$16,353	\$209,150	\$17,318	\$1,016,086
Margarita Norton, RN, COO	\$404,272	\$96,808	\$93,248	\$132,523	\$9,489	\$736,340
Roger Roux, CFO	\$409,073	\$96,415	\$97,320	\$127,627	\$12,501	\$742,936
Irvin Kaufman, MD, Chief Medical Officer	\$385,926	\$84,422	\$83,938	\$123,726	\$10,113	\$688,125
David Gillig, , Exec. Dir., Foundation	\$289,404	\$56,129	\$62,965	\$74,489	\$17,211	\$500,198
2009 (filed on 5/09/2011)						
Kathleen Sellick, CEO	\$658,350 <i>9.14% increase</i>	\$241,800	\$140,799	\$253,286	\$18,040	\$1,312,275
Margarita Norton, RN, COO	\$430,619 <i>6.52% increase</i>	\$124,469	\$100,475	\$145,296	\$9,748	\$810,607
Roger Roux, CFO	\$424,215 <i>3.7% increase</i>	\$123,876	\$102,226	\$143,078	\$13,528	\$806,923
Irvin Kaufman, MD, CM0	\$410,307 <i>6.33% increase</i>	\$119,165	\$95,114	\$139,552	\$10,010	\$774,148
David Gillig, Exec. Dir., Foundation	\$304,863 <i>5.34% increase</i>	\$89,113	\$63,360	\$89,301	\$18,010	\$564,647



SOCIAL MEDIA

More and more, Social Media is becoming a part of everyday life. We know you've heard this before, but here are a few facts that you should be paying attention to.

- Employers are doing discrete back round checks on prospective new employees by visiting their facebook pages.
- Electronic mail is NOT private if the employer has an e-mail system. (RCHSD does). The employer owns the system and is allowed to review its contents.
- Messages sent within the company as well as those that are sent from your terminal to another company or from another company to you can be subject to monitoring by your employer. This includes web-based email accounts such as yahoo and Hotmail as well as instant messages.
- Some states, including California, Colorado, Connecticut, North Dakota and New York, *have laws that prohibit employers from disciplining an employee based on off-duty activity on social working sites, unless the activity can be shown to damage the company in some way. In general, posts that are work-related have the potential to cause the company damage.*



Please help UNOCH help you! We have had grievances, discipline and even terminations as the result of a careless message posted on a social media site.

Try not to use Social Media while at work. But if you must be careful with what you say- even an innocent comment can be misconstrued.

For more info go to: www.privacyrights.org



Privacy Rights Clearinghouse
Empowering Consumers. Protecting Privacy.

2010-2015 UNOCH Board Officers

UNOCH Board Officers are elected by the UNOCH General Membership and serve three year terms. Each position is open to any UNOCH member in good

standing who has met the General Membership meeting requirement .

The 2012 – 2015 UNOCH Board Officers are:

Executive Director

Nicole Kennelly, RN, NICU

Treasurer

Jay Beckman, RRT, NICU CHET

Director, RN Division

Lana O'Quinn, RN, PACU

Director, Tech. Division

Mary Bradley, RRT, NICU CHET

Advocate

Lisa DeGuzman, RN, PICU

Office Manager/ Recorder

Jess Valarezo, RN, PICU CHET

Membership Coordinator

Lora Keleman, RN, PICU

2010 UNOCH RN Negotiating Team

Dennis Hayes, Attorney

Lauren Arens, Attorney

Nicole Kennelly, RN, UNOCH Executive Director

Lana O'Quinn, RN, UNOCH RN Director/ PACU

Lisa, DeGuzman, RN, UNOCH Advocate/ PICU

Mary Bradley, RRT, UNOCH Tech Director/ NICU CHET

Andi Aldrige, RN, NICU

Hope Guzman, RN, Palomar

Jackie Lewis, RN, Palomar

Katie Langenstrass, RN, Surgical

Nancy Moss, RN, Surgical Services

Lou Pennock, RN, Palomar

Diana Warren, RN, PACU

