



SFRNA

St. Francis Registered Nurses Association

MAY/JUNE NEWSLETTER

FYI: Frequently Asked Questions

1. My manager wants to meet with me, how much notice am I allowed? **SFMC management must give an RN 4 hours notice of a meeting that may lead to discipline (paragraph 607).**
2. What if I am unable to locate a representative within the 4 hours? **If the RN is unable to identify available representation the RN must participate in the investigatory/disciplinary meeting within 24 hours of the RN being noticed or on their next scheduled shift (paragraph 605).**
3. I received my evaluation but my manager said that he/she would give me a copy later, is that correct? **No, an RN is entitled to receive a copy of any documentation that is placed in their personnel file at the time of issuance (paragraph 720).**
4. I received my lunch/meal period after 5 hours of my start time, for example 1400. Am I still entitled to penalty pay? **Yes, unless you voluntarily waive the penalty pay (paragraph 1354).**
5. I received a HCD after the minimum 2 hours advance notice, am I entitled to compensation? **Yes, you are entitled to 4 hours of pay or 4 hours of work or a combination totaling 4 hours. If you are offered the ability to work and refuse, then you waive your right to compensation (paragraph 1365).**
6. My manager has told me that I cannot seek advice from the union until after I speak to him/her, is this correct? **No, an RN cannot be intimidated, coerced, or threatened when seeking union representation or when engaging in protected concerted activities (paragraph 602). Nothing shall preclude the RN from consulting with the union as the RN elects (paragraph 804).**





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UNAC/UHCP2012 Convention Nominations

- ✧ The ballots for nominations to attend the UNAC/UHCP Convention will be mailed out the week of 05/23/12
- ✧ You nominate yourself if you want to attend the convention. SFRNA RNs will vote on the nominees
- ✧ The 2012 convention will be held in San Diego, CA
- ✧ The cost of the convention, travel expenses (limits apply), hotel (double occupancy), nominees pre-convention dinner, and 1 day lost wages are paid for





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Lounge Binders

Binders containing important SFRNA information have been placed in all unit lounges for easy reference. Information such as SFRNA representatives list, contact information for SFRNA representatives and UNAC, and contract information can be found in the binders.



Union Dues Questions



Please contact UNAC/UHCP financial department @ 909-599-8622 for any questions about union dues.

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The mission of UNAC/UHCP is to empower health care professionals to be advocates for UNAC/UHCP members and patients; to create a high quality work environment; to provide economic and professional advancement; and to improve the quality of healthcare.

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SFMC/SFRNA Registered Nurse Committee Meeting

The SFMC/SFRNA Registered Nurse Committee meets the third Tuesday of every other month (odd months). Staffing issues (staffing objections) and issues effecting SFRNA work environment are discussed and resolved through the RN committee meeting. HR, unit management (directors and managers), and nursing administration are in attendance.

As we review the staffing objections at each meeting, units with data supporting areas that need improvement are discussed. Units that have been highlighted as areas with a high amount of staffing objections such as the **emergency room, 4th floor, and 2 east** are addressed and solution resolution is engaged in. Without the data to support that there are issues on your unit it is very difficult to engage management in issue identification and solution resolution.

If you are interested in participating or have an agenda item you would like to suggest please contact: Marlene Castanon, Rosa Carmaco, Edwin Guardado, Scott Byington, Janice Fraser, or Sandi Marques.

The RN committee will be meeting on the following dates:

July 17th

September 18th

November 20th

We meet from 0830-10 in the auditorium.



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What Not To Do or How to Get Terminated

DO NOT copy any part of a patient's chart and keep it for your personal records or in your locker. This is a HIPA violation and grounds for immediate termination. If you are involved in an investigation and want to demonstrate your belief about something or you want to show that another RN did or did not complete a physician's order we can request to review the chart. However, there is NEVER a reason to copy any portion of the patient's chart and keep that information. Remember you can be terminated for a HIPA violation even if you prove the other person did or did not do something.

Process to Follow When You Are Unable To Locate a SFRNA Representative

1. Contact Sandi Marques, SFRNA President: @ 562-544-4961/x2758/x2759. If I am at work the voice message is often delayed, text messages may be received quicker.
2. Contact Scott Byington, SFRNA Vice-President: @ 310-428-2307
3. Contact Penny Brown, UNAC/UHCP State Representative @ 951-966-6089.



4. Contact UNAC/UHCP: 909-599-8622

Upcoming Classes



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Advanced Labor Class

- June 27th and 28th
- November 14th and 15th

If you are interested please contact an officer. SFRNA pays for the class and hotel fee. You do not need to have taken the basic labor class to take the advanced labor class.

Information Resource

- Sandi Marques, SFRNA President: Cath Lab/Angio x2782/2758/562-544-4961
- Scott Byington, SFRNA Vice President: MAP
- Edwin Guardado, SFRNA Secretary: Telemetry x2061
- Janice Fraser, SFRNA Treasurer: ICU x2032
- Marlene Castanon, SFRNA Representative/Negotiation Team: ICU x2032
- Rosa Carcamo, SFRNA Representative/Negotiation Team: ER x4525
- Virginia McCoy, SFRNA Representative/Negotiation Team: Case Management ER x2045



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- Debbie Montijo, SFRNA Representative: ICU x2032
- Jeff Cochran, SFRNA Representative: ICU x2032
- Donna Gutierrez, SFRNA Representative: OR x2727
- Ashan Haque, SFRNA Representative: Telemetry x2061
- Patricia Etcheverry, SFRNA Representative: Case Management ER x2045
- Elenita Funai-Santos, SFRNA Representative: Surgery Center x2718
- Diane Thomas, SFRNA Representative: 4th Floor x2041
- Miriam Pinawin, SFRNA Negotiation Team: NICU