

PRNA *newsletter*

Message from Your PRNA President, Debby Cruz, RN

Hi, my name is Debby Cruz and I am your union President. I started my career as a Medical Assistant back in the 70s, then graduated on to LVN and eventually got my RN degree. I have always admired RNs because of their knowledge, autonomy and take-charge ability. That is what I wanted, the ability to take charge and make changes for the patients and the nurses taking care of them.

I have been an employee at Parkview Community Hospital for 21 years, working in NICU. During my initial training, I was fortunate to be around some of the best NICU nurses. They were my mentors. Parkview has become and feels like

family to me. Everyone from the nurses to the managers care, not only for their patients, but also for each other.

When the Union came here to Parkview, I was skeptical. I had never worked within a unionized hospital, so I wasn't quite sure how it all worked. I thought about whether or not Parkview needed a union, or if they would go bankrupt if a union came. But then I also was unsure and insecure with administration. I was seeing and hearing about things happening to nurses that were unjust and unfair. Needless to say I had a lot of questions. So, I decided to take charge and meet with an one of UNAC/UHCP's organizers in

order to get some answers. After taking all this into perspective, I decided to ORGANIZE!!.



My message to the members is "Know your contract. Know your rights."

We need to educate ourselves so we can become empowered. Let our contract speak for itself. As your president, I promise to use my voice to speak out about your issues and serve you with empowerment.

Message from Your Staff Representative Penny Brown, RN

My name is Penny Brown, and I am your UNAC/UHCP Representative. I have been a Registered Nurse for 10 years, 8 of those spent at Parkview, NICU.

In 2007, I helped organize Parkview RNs, when our

affiliation with UNAC/UHCP began. I have been a UNAC/UHCP Staff Representative for PRNA for 2 years.

My purpose is to advocate for PRNA nurses, to ensure that you have all the tools necessary to provide

excellent patient care.

With your help, I will work tirelessly to enforce the contract that we all fought so hard to win.

penny.brown@unac-ca.org

Parkview Registered Nurses Association

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Labor History/Quotes:

- "Salvation for a race, nation or class must come from within. Freedom is never granted; it is won. Justice is never given; it is exacted."
—Philip Randolph
- *NLRB vs. Weingarten Inc.* - The case establishing that workers have a right to request the presence of their Union Rep if they believe they are to be disciplined for a workplace infraction. (2/19/1975)

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Message from Your Treasurer, Viera Daniels, RN

Hi, my name is Viera Daniels and I am Treasurer of PRNA. I was born in McCalla, Alabama, fifth child of Lucile and Henry O'Neal. Growing up in central Alabama during the 50s, in the heart of the Civil Rights Movement, has been the major influence on my working in the union. Seeing my father register to vote and waiting to cast his vote for the first time, as a child in Alabama, is a reminder that even one vote counts if that vote is yours. I have been employed at Parkview since December 2010, working in Pediatrics.

During our next General Membership Meeting, I am planning to present information explaining where and how

your dues are spent. Keep in mind that we received an across-the-board (ATB) salary increase on July 1, 2012. The next one is in July 2013. All FT/PT/PD RNs receive an ATB raise of 3% to our then-current base hourly rate of pay. In addition to the ATB, a 'recovery' ATB increase of 1% will be paid to all benefited FT/PT members hired on or before Oct. 1, 2008.

Also, we will be starting a Financial Control Committee. This committee will review all financial records and all expenses paid out. If any one is interested, email us: askprnaofficers@gmail.com (Subject: Finance Committee).



Treasurers Report.....

Welcome Letter to New Employees

On behalf of PRNA, we would like to welcome you to Parkview. It is our goal to promote a supportive, fair and professional working environment. We are excited to talk with you and provide you information about PRNA, the Contract, and/or address any other questions you may have. Whether you're a seasoned nurse or new grad, we want to make sure you have a successful start here at Parkview. Your officers are all around you, so don't hesitate to make

"If you wish success in life, make perseverance your bosom friend, experience your wise counselor, caution your elder brother, and hope your guardian genius."

your voice heard. We want Parkview to become your home as it has become ours. Again, welcome!

Questions and Answers Forum

Issue: "I was floated to another unit at the beginning of my shift and then floated back to my home unit in the middle of the shift."

Answer: Per Article 619 of our contract, an RN shall be floated a maximum of one time per shift unless the RN agrees to be floated more. If the RN agrees to be floated a second time, the RN shall receive a second float credit in

the float rotation.

Q: "If I ask for vacation time, do I have to find someone to work my shifts?"

A: It is not your responsibility to provide staff for your floor. Article 1251 of our contract states that an



Speak up and ask your questions at askprnaofficers@gmail.com

RN needs to request vacation at least 4 weeks in advance and the manager has 2 weeks to give back a response. It also states that the Facility will not unreasonably deny vacation requests and that they will work to accommodate.

Questions and Answers Forum

Issue: “We did not have a charge nurse today so we each had to take turns to break each other.”

Answer: You are entitled to 3 breaks and a 30-minute meal period during your 12 hour shift. Due to staffing ratio laws, each nurse must be relieved by a nurse who will assume responsibility while you’re away. The practice of relieving each other throws us out of ratio and puts patients and your liability at risk. If you are not provided with relief, then we encourage you to fill out a “Missed Meal” form and fill out a staffing objection. It is a mandate for the facility to comply and provide appropriate penalty pay for missed meals.

Issue: “The staffing objections are a waste of my time, besides, I don’t have time to fill it out.”

Answer: We take all your staffing objections to RNAC and address the issues. We need the paper trail documented. It would be helpful to provide as much detail as possible. The purpose of completing a staffing objection form is to formally notify Parkview management and PRNA that you have been given an assignment which you believe is potentially unsafe for your patients or places your license at risk, or the environment or equipment does not promote safe patient care. The staffing objection form will document the situa-

tion and will give us the data to support and facilitate resolutions to the identified problem.



Go to:

askprnaofficers@gmail.com to pose questions, with subject Q&A

Want to Improve Patient Care?

Everyday laws are passed without our knowledge. Some of these bills affect our daily lives, while others impact our work environment.

We have the power to help make our voices known. We can do this by being aware of the laws in question. We should elect those legislators who will improve our ability to provide quality patient care, protect our safety on the job, and raise our standard of living.

“We must look for ways to be an active force in our own lives, we must take charge of our destinies, design a life of substance and truly begin to live our dreams”

Consider Senate Bill 1246, sponsored by UNAC/UHCP. It requires:

1. Licensing hospital surveys to

check for compliance with nurse ratios and Patient Classification Systems (PCS).

2. Allows for fines up to \$25,000 for violation of nurse ratios.
3. Allows for fines up to \$100,000 if a hospital does not have a PCS.
4. Allows for fines up to \$25,000 if a hospital fails to comply with its own PCS.

Funny Nursing Stories and Jokes (If you have any stories please share)

Pain Assessment: I was triaging a patient in L&D who I thought to be going into labor. Doing the pain assessment, I asked her, “Is your pain intermittent or constant?”

“What?”

“Does your pain come and go, or is it constant?”

“Well, it constantly comes and goes!”

Taste Test: One day while I was administering medication to an elderly patient, we had this dialogue:

“Hi, I have your medication for you.”

“Oh, okay.”

“I’m gonna give you some Pepcid for your

stomach, but I’m putting it your IV.”

Looking perplexed, the patient asked:

“OK, umm...I have a question.”

“Oh, what’s your question?”

“Why Pepsi and not Coke?”



Parkview Registered Nurses

3865 Jackson street
Riverside, CA 92503

MEETINGS:

General Membership: every 3rd Thursday of every 3rd month: July 19, October 18 for 2012

RNAC: every 3rd Thursday of each month: July 19, August 18, October 18, September 20, October 18, November 15, December 20 for 2012



Askprnaofficers@gmail--Questions for us
Penny@unac-ca.Org--need Representation



In fall of 2007 working conditions at Parkview were poor, morale was low and the staff was afraid to speak up for fear of losing their jobs as “at will” employees. In February 2008 Parkview RNs voted with a strong majority to join UNAC/UHCP. After 13 months of difficult negotiations, Parkview Registered Nurses voted in April 2009 to ratify their first contract, which restored a 5% pay cut implemented by management in October 2008. In spring 2011, Parkview Registered Nurses went back to the negotiating table and fought hard to win improvements in wages, benefits and working conditions. We encourage ALL PRNA members to take ownership of your Union. GET INVOLVED AND HELP MOVE OUR UNION AND THE NURSING PROFESSION SUCCESSFULLY INTO THE FUTURE.

What’s New at the View....With PRNA

The officers of PRNA want you to know we have been working hard for you. Our goal is to be able to empower each and everyone of you by keeping you informed and addressing your issues. We have been thinking of ideas to make us more visible and accessible to all our members. We believe visibility and accessibility are key components to keeping you in the loop about your union and hearing what’s on your mind.

We want you to know that you are supported. Your voice is vital to PRNA’s success. We want to be able to address your issues in real time. We have taken several steps to help us do exactly that.

Our first step will be the PRNA Newsletter. Every three months PRNA will release another issue. The Newsletter will inform our members of any PRNA news, updates or meetings. We will be featuring stories and invite any RN

with an interesting story to share it with our members.

Another step your officers have taken to be more accessible to our members is

to set up an email address for you to post your questions and issues: ASKPRNAOFFICERS@GMAIL.COM.

We will also continue rounding, but will add “A Day in the Cafeteria,” where your officers will camp out in the cafeteria to hear your issues. These times are to be announced.

Your voice matters to us. Your officers are working hard to be more visible and more accessible to all of you.



(l-r) Judy Vargas-VP, Debby Cruz-Pres., Linda Hippolyte-Secretary, Viera Daniels-Treasurer