

SFRNA

GENERAL MEMBERSHIP MEETING

September 27, 2012



AGENDA

- ▶ Arbitration Win
- ▶ Most Favored Nation Clause
- ▶ Traveler/Registry Grievance
- ▶ FYI Information
- ▶ SFRNA Financial Update
- ▶ Right to Representation
- ▶ Prop 32
- ▶ Open Forum

SFRNA



ARBITRATION WIN! »»

**Congratulations Caroline, Telemetry, SFRNA,
UNAC/UHCP**

Most Favored Nation Clause Agreement



Article 19 and 16

➤ Article 19

- ▶ Additional Retirement Plan Account Contribution for RNs hired on/after January 01, 2012:
15+ years = 7% (was capped at 10+ years)

➤ Article 16

- ▶ Bereavement Leave: full pay for up to forty (40) hours effective January 01, 2014 for FT/PT employees (previously 3 days)
- ▶ Jury Duty: Maximum 5 days per rolling 12 month period on a regularly scheduled day (previously 3 days)

SFRNA



Traveler/Master Registry Grievance

» SFMC/SFRNA Agreement



2008/09 Grievance Settlement Agreement

❖ Process Begins Immediately

❖ Please submit your overtime availability a minimum of 5 days prior to the posting of the new schedule

❖ If you are cx and registry is allowed to work please notify an officer or representative immediately



MEMO

Date: November 21, 2008
From: Laura S. Kato, Vice President, Human Resource Services
To: Sandi Marquez, UNAC
Re: Traveler Grievance Settlement

The following reflects our offer to settle the Traveler grievance.

SFMC recognizes the value and quality service that all Registered Nurses contribute to our patients. As a result, we propose the following:

1. SFMC RN's shall submit their availability for overtime shifts to management, five (5) days prior to the posting of the new schedule.
2. Core vacancies being covered by Traveler nurses will not be subject to cancellation in lieu of an overtime shift, but may be floated if necessary.
3. SFMC RN's who have identified availability for overtime shifts will be called first when the need arises. Rotation by those having already worked an overtime shift within the week and Seniority will prevail where multiple RN's have identified availability.
4. Traveler nurses will not work premium shifts where SFMC RN's are eligible to work.

3/14/09

1-14-09

1/14/09

Managements Grievance Response

m e m o

Date:

September 18, 2012

To:

Sandi Marques, SFRNA President

From:

Subject:

Grievance Response

SM 36-11 – Torres, Registry Use

This grievance alleges that this associate, and others, made themselves available to work an extra shift but were not scheduled and registry RNs were used.

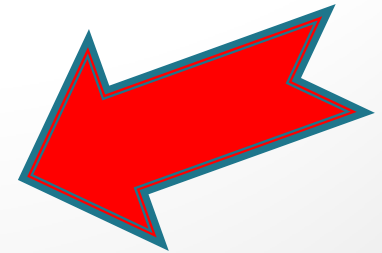
A review of Traveler Grievance Settlement signed by SFMC and the union on January 14, 2009, indicates that management has come to agreement with the union regarding the use of traveler RNs. While the agreement states that

management will use SFMC RNs at overtime, it also states that RN's must make themselves available 5 days prior to the posting of the new schedule. Management believes it has complied with the language in this settlement agreement. In fact, where we believe that associates have made themselves available timely, we have appropriately settled.

If the union believes that RN's have made themselves available in accordance with the agreement, please forward to management a listing of those individuals for our review.

We are willing to discuss settlement for those RNs who made themselves available as required.

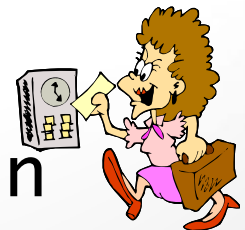
Thank you.





Do Not Do

- ▶ Chart the administration of a medication in ARCIS before giving the medication
- ▶ Leave the unit/area without notifying another RN and/or giving SBAR report
- ▶ Continue to work after you clock out
- ▶ Arrive late, fail to clock in, write correction form indicating arrival at the correct time—this is FRAUD
- ▶ Park in a non-employee area proceed to clock in and go immediately to move your car



FYI INFORMATION

»» Do's and Don'ts

- ▶ Fight or Argue with other employees in a patient care area. Be professional even when disagreeing.



- ▶ Do not clarify a MD order with another employee/RN– call the physician for clarification



- ▶ Do not access a patient on ARCIS that you are not CURRENTLY caring for
- ▶ Do not chart **ANYTHING before** you actually do it= precharting is against SFMC policy, JACHO, DHS, BRN, Medical/care



SFRNA

Do's

- ▶ Object to unsafe assignments/staffing– complete a staffing object form even if your manager is unhappy.
- ▶ Always maintain copies of ANY forms submitted to HR and/or management. For example: specialty advancement, FMLA, LOA
- ▶ Always clock in– late is better than FRAUD





- ▶ Always double check specimens going to the lab: right specimen, right patient, right date, right time.



- ▶ If you are in a procedure area: GI lab, OR, Interventional Radiology you must confirm verbally with the physician **BEFORE** labeling the specimen



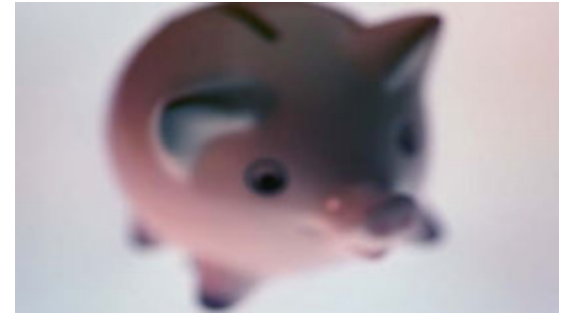
SFRNA

A collage of financial documents, including a check and a calculator, is positioned on the left side of the slide. The documents are slightly overlapping and appear to be part of a financial report or update.

SFRNA FINANCIAL UPDATE



Current Finances



- ▶ Checking: \$11,220.63
 - ▶ Savings: \$44,446.27
 - ▶ CD: \$43,468.37
- Total: \$99,135.25
- ▶ Outstanding Loan to UNAC/UHCP for Negotiations: \$16,000.00

SFRNA

2012 Convention Cost

- ▶ Estimated Cost for Delegate Convention Dinner (October 2012): \$900–1200



- ▶ Estimated Cost for 2012 UNAC/UHCP Convention in San Diego: \$60–75,000





**SFRNA
Disbursement/Financial
Policies Proposed Changes**

- ▶ Union work done on a day off and/or outside scheduled shifts at SFMC or UNAC/UHCP will be paid at the RNs hourly rate for a maximum of twelve (12) hours per day for SFRNA officers and affiliate representatives
- ▶ Pay for SFRNA officers and delegates attending the annual convention delegate's dinner. Not to exceed \$30.00 per person. (11/19/07). Reimbursement must be made to one member and receipt must include the names of all attendees at dinner. SFRNA may pay for up to two (2) UNAC/UHCP state officers or representative in attendance/participating in the dinner. (12/01/08).

- ▶ Union work done on a day off and/or outside scheduled shifts at SFMC, on behalf of SFRNA at outside venues, or UNAC/UHCP will be paid at the RNs hourly rate for a ~~maximum of twelve (12) hours per day for SFRNA officers and affiliate representatives.~~ For SFRNA officers, representatives, or affiliate members. Pay will be at the straight time rate, no overtime or shift differentials shall apply
- ▶ Pay for SFRNA officers and delegates attending the annual convention delegate's dinner. Not to exceed ~~\$30.00 per person~~ \$40.00 per person. Alcoholic beverages will not be paid for by SFRNA as per UNAC/UHCP Policy. Reimbursement must be made to one member and receipt must include the names of all attendees at the dinner. SFRNA may pay for up to ~~two~~ three UNAC/.UHCP state officers or representatives in attendance/participating in the dinner. SFRNA may pay for up to two retired SFRNA members in attendance/participating in the dinner.

Current Financial Policy

Proposed Policy Change

- ▶ Pay for convention raffle donation of \$50.00 in two (2) separate checks of \$25.00 or donate two (2) prizes not to exceed \$25.00.
- ▶ Pay for one meal up to \$15.00 per officer/financial committee member attending meetings where union business is being conducted. Not to exceed four officer meetings and four financial committee meetings per year. (09/10/07)
- ▶ SFRNA will donate \$50.00 in two (2) separate checks of \$25.00 to any RN in good standing when a death occurs in the immediate family, upon notification of a SFRNA officer. Immediate family shall be defined as per the labor-management agreement paragraph 1633.....

Current Financial Policy

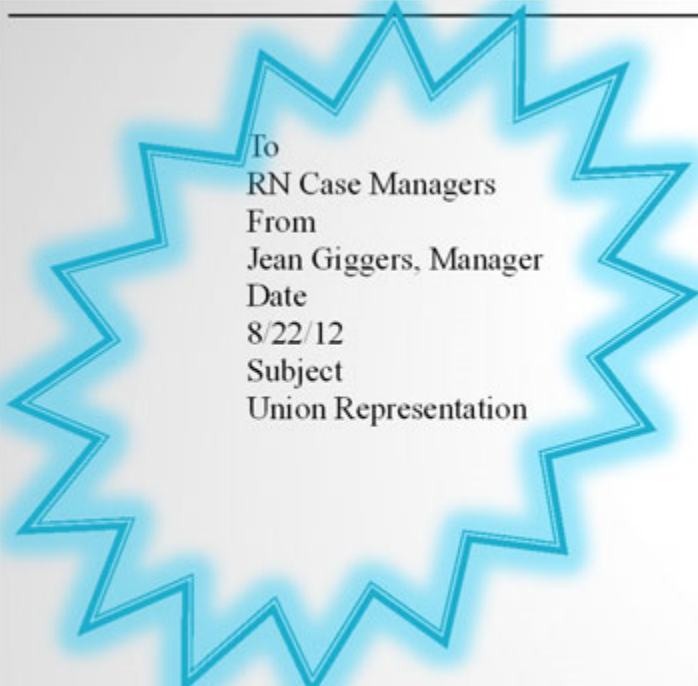
- ▶ Pay for convention raffle donation of ~~\$50.00 in two (2) separate checks of \$25.00 or donate two (2) prizes not to exceed \$25.00~~ of \$200.00 in separate checks of \$25.00 each or donate prizes not to exceed \$25.00 each as budget allows
- ▶ Pay for one meal up to ~~\$15.00~~ \$25.00 per officer/financial committee member/SFRNA member attending meetings where union business is being conducted, as budget allows. ~~Not to exceed four officer meetings and four financial committee meetings per year.~~
- ▶ ~~SFRNA will donate \$50.00 in two (2) separate check of \$25.00 to any RN in good standing when a death occurs.....~~ Not in compliance with UNAC/UHCP policies.

Proposed Policy Change



Right to
Representation/Seek
Union/SFRNA
Consultation





To
RN Case Managers
From
Jean Giggers, Manager
Date
8/22/12
Subject
Union Representation

Management and SFRNA/UNAC share a commitment to ensure that your rights are protected.

Please note that all RN's covered under the Labor Management Collective Bargaining Agreement have the right to speak to the Union with any questions or concerns.

In the Collective Bargaining Agreement, Article 602 reads:

No Registered Nurse shall be intimidated, coerced or threatened when seeking union representation or when engaging in protected concerted activities.

Should you have any questions, please feel free to contact me or one of your union representatives.

Thank you.



THE SPECIAL EXEMPTIONS ACT IS NOT WHAT IT SEEMS

FACT: Prop 32 exempts secretive Super PACs and corporate front groups, which can raise unlimited amounts of money from corporate special interests and billionaire businessmen to support their candidates or defeat their enemies. The measure does nothing to prevent anonymous donors from spending unlimited amounts to influence elections.

Learn more at: www.CaliforniaLabor.org/NoOn32

PROPOSITION 32 INFORMATION

Penny Brown RN, UNAC/UHCP State Representative



THE SPECIAL EXEMPTIONS ACT IS NOT WHAT IT SEEMS

First Name:

Last Name:

Affiliate:

Home Email:

Cell Phone:

Your Signature: _____

☐ I will Vote No on Prop 32
☐ I will talk with my coworkers and urge them to Vote No on Prop 32
☐ I will urge my family to Vote No on Prop 32
☐ I will volunteer to call voters about Prop 32

