

Kaiser RN Election Postponed

California Nurses Association uses blocking charge tactic to delay decertification election

The February 6-10th election for Kaiser RNs has been indefinitely postponed due to what the NLRB refers to as an election “blocking charge” filed by the California Nurses Association (CNA) against Kaiser. CNA has previously used this tactic on the mainland when raiding unions to delay elections due to lack of support. The California-based union is now attempting to raid HNA represented nurses at Kaiser.

The blocking charge alleges that Kaiser denied CNA access to Kaiser hospitals and clinics. However, Kaiser and CNA had already reached liberal agreements on literature distribution and hospital access. Despite CNA claims that they have not been able to campaign freely, nurses at Kaiser have been receiving CNA literature, phone calls, and personal visits since August of 2005, when the election-triggering petition was filed

with the NLRB. According to RN Julie Evans, “We’ve heard from both sides, HNA and CNA. We’re ready to vote as planned. I’m shocked that they can use bogus legal maneuvering to delay our voices being heard. We have been inundated with information by mail and from their representatives at our homes and workplaces. I don’t believe their claim that they haven’t had adequate access to us.”

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**HAWAI'I
NURSES
ASSOCIATION**

FEBRUARY 2006

ACTION

SERVING HAWAI'I NURSES AND PATIENTS SINCE 1917

BOD Nominations Reopened

HNA Executive Director Aggie Pigao Cadiz, RN, BSN

Nominations for HNA's Board of Directors have been reopened to insure that everyone who would like a chance to serve on the Board has another chance to be included. Nomination forms are being sent out – target date for the mailing was set as March 1st. Nurses will have two weeks to fill in the forms nominating those – including themselves – who wish to stand for election to the Board.

HNA is our union. HNA IS Hawai'i Nurses. The more involved we all are, the stronger our union will be. I urge each and every member to seriously consider standing for election to the Board. It doesn't involve a great deal of your time. Moreover, the time you do devote is truly an investment – the better we continue to make our HNA, the better HNA can make Nursing for all of us and the patients and community we serve.

HNA EVENT CALENDAR

Saturday, March 4, 8:30 – 10:30 am:

You Have Rights: HNA Unit Representative Training
Moanalua Auditorium, 2nd Floor
Kaiser Moanalua Medical Center
Ravada Benjamin: canuck@hawaii.rr.com
Or **HNA: 531-1628** for more information

Wednesdays, March 8 – April 26, 6:30 – 9:00 pm and Saturday April 15

Mindfulness-Based Stress Reduction Program
AAUW Building on Keeaumoku St., Honolulu
Allan Goldstein: **951-5710** or Roshani Shay: **228-9028**

Monday, March 13 – 15:

Pacific Rim Conference on Disabilities

Sheraton Waikiki in Honolulu

www.pacrim.hawaii.edu/

Amanda Kaahanui, a parent of a child with hearing loss and a trach tube, will teach a beginner's class in American Sign Language for caregivers. Amanda will focus on signs for family, manners, emotions, food, and more.

Monday, March 13:

Deadline to apply for Luminary Project scholarships for nurses to attend CleanMed, "Conferences for Greening Health Care"

Seattle, Washington, April 19 & 20

- Stephanie Davis Waste Reduction Scholarship
 - Ford Foundation Minority Health Professionals Scholarship
- www.cleanmed.org

Wednesday March 15 – 17:

National Labor Assembly

Miami Beach, Florida

Monday, March 27:

American Red Cross

Disaster Relief Training for Health Care Workers

University of Hawaii at Manoa

www.redcross.org/donate/volunteer

E-mail jniemczu@hawaii.edu for more information.

Friday, April 14:

Oncology Conference, "Ins and Outs of Cancer"

Kuakini Medical Center, Honolulu

Educational Services: **547-9566**

Wednesday, April 26 – Monday, May 1:

Imagery Conference: "Weaving Collective Wisdom"

Big Island, Kona Coast

www.integrativeimagery.com

Sunday, May 7 – Wednesday May 10:

American Telemedicine Association International Meeting and Exposition

San Diego Convention Center

www.uhtelemed.hawaii.edu/picata/

Wednesdays, May 10 & 17 and August 9 & 16:

ACLS certification and recertification

17.4 contact hours

Kuakini Medical Center, Honolulu

Educational Services: **547-9566**

Friday, June 23 – 25:

American Nurses Association House of Delegates

Silver Springs, MD

Monday, June 26-29, 2006:

The 2nd National HealthCare Ergonomics Conference

Oregon Convention Center - Portland, Oregon

www.orosha.org/conferences/OSHA_conference/Health_ergo.html

Friday, August 18:

Annual Oncology Nursing Society Conference

7.4 contact hours

Honolulu • Jeanne Foster, RN, OCN: **547-9447**

Ongoing:

Substance Abuse Counseling

Big Island, Hilo and Waikaloa

<http://haha.makeswebsites.com>

UAN, SEIU Reach No Raid Agreement

The Executive Council of the 100,000 member United American Nurses (UAN) with which HNA is affiliated, has announced a No Raid Agreement with the (Service Employees International Union (SEIU).

UAN reported that key provisions of the agreement include:

1. Joint Organizing Campaigns entered into between the parties will be premised on the following principle: UAN will have exclusive right to represent the registered nurses and SEIU will have the exclusive right to represent the other health care workers. Language addressing equality in the design, development and implementation of joint organizing structure and strategies campaign ma-

terials, press releases and other communications is also agreed to.

2. UAN and SEIU agree that neither party shall attempt to raid, decertify, terminate, or engage in any activities that would otherwise undermine established collective bargaining relationships of the other. The parties will not attempt to become the bargaining representative or to de-authorize the other party's representational rights. The parties agree to apply Article XX of the AFL-CIO Constitution to the term "established collective bargaining relationship".

3. A dispute resolution system is included providing for an informal process first, followed by arbitration.

4. The Parties recognize that SEIU is the largest union for health care workers, including RNs in the United States and UAN, AFL-CIO, is the largest and only national union for RNs in the United States.

5. The Parties recognize each others' rights to continue to organize RNs in situations beyond the scope of the agreement.

"We look forward to a mutually beneficial relationship with the SEIU which will advance the interests of our staff nurses, our affiliates, patient advocacy and the entire health care industry," declared UAN Executive Director Susan Bianchi-Sand, RN.

Election

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HNA believes that that the law should be followed with regard to access to Kaiser RNs during this campaign and that nurses should have adequate information before making a decision. Overwhelming evidence indicates that CNA has had such access and that the blocking charge is only a delay tactic. HNA urges CNA to pull the charge and allow the election to move forward. CNA's strategy shows a disregard for RNs' professional and personal lives. HNA continues to be the union for Kaiser RNs and our focus remains on advocating for our members and their patients despite the distractions and delays posed by CNA.

HNA Actions

Serving Hawai'i Nurses

HNA is doing a LOT for Nurses in Hawai'i – Right Now. Here are just a few of the ways:

- The largest raise in the nation by a Nurses union - 44% over 6 years.
- A Nurse at an HNA facility was successful through a grievance regarding Charge pay. She received full compensation as well as back pay.
- Neighbor Island Nurses were restored to Charge Nurse status from "Team Leader" to receive their just compensation for the work they do.
- Clinic Nurses at Kaiser have finally begun to be able to change their status to 'A1' payscale through the efforts of a class action grievance filed by HNA on their behalf.
- Nurse Practitioners at Kaiser have a payscale Parity at the Step 4 class action grievance.
- Introduction of safe staffing-direct care RN staffing ratio legislation in the Hawai'i House of Representatives (HB 3127) and Hawai'i State Senate (SB 3023).

HNA Political Training Success

HNA's Claudine M. Tomasa, RN, reports the January 14 HNA Political Training Session was a success, covering a wide range of topics and well-received by the participants.

Participants included both UH Nursing Students and HNA members. Speakers were Joe Niemczura (UH School of Nursing Instructor), Alex Santiago (HNA's Lobbyist/Consultant), and Luanne Long, HNA President.

The session was conducted informally, Tomasa reports, which resulted in active input/contribution, partaking, and sharing of experiences & questions between the audience AND speakers. The training generated commitment from the audience to continue active participation in HNA's 2-year strategic plan – including lobbying activities this year, volunteering time to help political candidates endorsed by HNA for the 2006 election, and continued lobbying efforts in 2007. Future sessions for both current and future HNA members are contemplated, hopefully on a regular basis.

Positive Response

Participants responded very positively to the session. 100% said they were able to "comprehend the major objectives of the session (i.e. expectations from nurses/future nurses, talking points for nurses, developing a relationship with your legislators, etc.) 100% also said that they would "recommend that this training be presented to membership next year" or sooner. Some called for more publicity about the sessions ahead of time.

Participants offered several very helpful suggestions for future trainings, including calling for more lead time to prepare for the sessions as well as more publicity to involve members and future members of their existence, moving the location of future sessions around to facilitate additional attendance, etc.

All in all, this first session was considered very successful and represents a strong step forward in HNA's efforts to utilize the public political and legislative processes to improve health care in Hawai'i and working conditions for Hawai'i Nurses.

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Did You Know?

Every local patient or potential patient should be aware of the following statistical evidence of the value of health care provided by licensed nurses:

- High nurse patient ratios (three or more patients per nurse) in intensive care units (ICU's) increased the number of patient days in the ICU by 49% (Pronovost, et.al., 1999)
- Among medical patients, more nursing hours of care result in fewer urinary tract infections and gastrointestinal bleeds; among surgical patients, more nursing hours result in fewer instances of pneumonia (Needleman, et.al., 2002)
- The Joint Commission on the Accreditation of Healthcare Organizations (JCAHO) states that nurse staffing levels were a factor in 24% of the unanticipated life-threatening events reported during 2002 (JCAHO, 2002)

Provided by HNA's Robin Tanner, RN, as reported by Eric Williams, BSN, RN, C, President, Youngstown General Duty Nurses Association.

HNA Legislation Would Help Nurses Help Patients

HNA's proposed pro-Nurse, pro-Patient legislation - HB 3127 and SB 3023 - will benefit and protect patients in health-care facilities throughout the State of Hawai'i. The HNA bills represent safe staffing-direct care RN staffing ratio legislation that would be a major step forward for health care in Hawai'i.

Nurses are testifying in support of these important bills. Nurses are telling Legislators that HB3127 (House Bill) and SB 3023 (Senate Bill) would benefit Hawai'i in many ways:

- Patients will receive safe, quality care from a registered nurse in a timely manner.
- Patient care will no longer be compromised.
- Registered Nurses -at the bedside- will have better control over their practice
- Registered Nurses will be able to speak –up and advocate for our patients and for our practice without fear of being discharged, discriminated, or retaliated at our work place.

Get involved in HNA's legislative action support effort. Tell your Hawai'i State Representative and State Senator they need to pass this legislation to help Nurses help our patients when they need our help most.

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