

Negotiations Update

St Francis, Kapi'olani Nurses Ratify New Contracts

Nurses at St Francis and Kapi'olani Hospitals have overwhelmingly ratified their new contracts, negotiated by their HNA Nurse Negotiating teams with the support of HNA Chief Negotiators Dean Choy and Jon Carroll.

The contracts – first completed this year at the Big Five hospitals – differ in duration. Both feature strong pay components.

The St. Francis contract is for one year and includes a 12% increase in the job rate and other increases in shift differentials and on-call pay. It provides Nurses

with significant pay improvements and will also ease the transfer of administration to the new owners and managers. The one year contract will also allow further negotiations, with the new owners, a year from now to deal with matters not covered this time around.

The Kapi'olani contract is for three years and includes a 21 percent pay increase. More details will be made available in a later publication as well as on the HNA website – www.hawaiiinurses.org – as we can publish it.

See Negotiations, Pg.3

Democracy Makes HNA Strong

by HNA President Luanne Long, RN and HNA Communications Chair Sheri Kearns, RN

Apathy is the enemy of democracy! Participation is the key to the continuing success of our Hawaii Nurses Association.



**Luanne Long, RN
HNA President**

HNA members will participate in our next elections early in the new year. It's very important that everyone be sure to VOTE. The Call for Nominations and Notice of Election, along with Nomination forms, were mailed to all members on November 16. The Nominations meeting was called for December 3rd. We hope everyone who has an interest agreed to seek election to an office. See inside this issue for more details on the elections.

HNA is doing great! We have joined two segments into a single organization, united and far stronger than ever. We have done very well in negotiations, serving every Nurse in Hawaii. Now we look to

continue our success, our strength, our growth. Be sure to participate in the upcoming elections. **Thank you to all!**



**Sheri Kearns, RN
HNA Communications Chair**

E Pluribus Unum – out of many, one

Chart of Elected Positions continued from Pg.1:

POSITION	TIME COMMITMENT	RESPONSIBILITIES
HNA House of Delegates: 403 positions statewide.	ONE DAY A YEAR; one year term of office.	The governing and official voting body of HNA. Similar to a Senate or House of Representatives.
Officers: President, Vice President, Secretary and Treasurer	Board of Directors meeting one Saturday a month at present (quarterly eventually); Executive Council meetings biweekly now, then monthly.	Conduct the business of HNA as designated by the House of Delegates.
Board of Directors: Geographic Districts (14) and Bargaining Units (29).	Board of Directors meeting one Saturday a month, quarterly in the future.	Conduct the business of HNA as designated by the House of Delegates.
Nominations Committee (7): May NOT serve concurrently on HNA Board.	Six meetings per year; most activity at election time. Two year term.	Conduct nominations for elections and related election activities.
ANA House of Delegates (18)	One annual meeting in Washington DC; two year term.	Attend annual convention, be a voting member.
UAN National Labor Assembly Delegates (5)	Annual meeting in Washington DC; two year term	Attend annual convention, be a voting member.
Congress of Nursing Practice (9)	Two year term, Hawai'i based; (no set meeting times)	This is the organizing deliberative body to advance the profession of Nursing, develop long range policy essential to the mission of HNA, assist ANA in development of standards of nursing practice and education

Negotiations

continued from Pg.1

Other Teams Continue to Negotiate

“Our Nurse-negotiating teams, led by Chief Negotiators Dean Choy and Jon Carroll, have prepared for several months for these negotiations,” commented HNA President, Luanne Long, RN. They have benefited greatly in this training from the expertise of our national affiliate, the United American Nurses, AFL-CIO. We continue to negotiate at the other facilities and hope that these other negotiations will also result in timely and very positive settlements.”

Negotiations Illustrated

The Kaiser negotiating team has rejected a number of proposals from management —dubbed “insanity proposals” by the Nurse Negotiators—and the proposals have been dropped by management. The support of nurses at Kaiser for the HNA negotiating team has surprised management, which may have made the proposals believing that the decertification effort would divide Nurses and work in management’s favor.

Nurses are aware that if a decertification vote passes, management’s Insanity Proposals could become policy immediately. In most cases, it takes over 2 years for a union contract to be re-established after a decertification, if ever. That knowledge has stimulated support for the Nurse Negotiators and strengthened HNA’s position.

Elections to be Held for HNA Offices

HNA Executive Director Aggie Pigao Cadiz, RN, BSN, has informed the membership that statewide elections will be held in January for all HNA Officers and Directors, as well as for delegate seats for the HNA Nominations Committee, the HNA House of Delegates, UAN National Labor Assembly, and the ANA House of Delegates. Ballots will be mailed out on January 25, 2006.

Executive Director Pigao Cadiz explained that, following HNA’s Spring 2005 elections (overseen by court-appointed special master Andy Winer), several discrepancies in the way the vote had happened came to her attention. One of the main ones, she explained, was caused by a computer error involving the mailing system. This error resulted in 200 RNs not receiving ballots requiring those Nurses to request a ballot by phone.

Based on the Articles of Incorporation that put together the new, united HNA, an election was scheduled to be held this fall for half the seats on the HNA Board. However, in order to remedy the discrepancies found in the spring election, Pigao Cadiz reported that HNA is working with the US Department of Labor to conduct a new election for the entire Board of Directors and officers as well as the seats for the HNA House of Delegates, the Nominations Committee, the UAN National Labor Assembly and ANA House of Delegates.

Pigao Cadiz reminds members that the Department of Labor Office of Labor-Management Standards DID NOT overturn the results of the spring 2005 elections. There was no finding of any deliberate effort to influence the 2005 elections. All officers and directors elected in spring 2005 are properly seated officers and directors of HNA and will continue to provide the governance for HNA; they are also eligible to seek election to continue in office.

“The process of change may not be rapid or easy, but it’s often necessary and always possible,” Pigao Cadiz said. “Having a new election may seem tedious, but we will be able to elect a full board all together and continue our work as a revitalized and unified organization.”

Pigao Cadiz pointed out that the Department of Labor will oversee the election, ensuring that everything works as it should this time around.

“I look forward to facing the challenges ahead and hope you’ll join me in moving our organization forward!” she concluded.

Meet HNA's Executive Director



Aggie Pigao Cadiz, BSN, RN

"I look forward to meeting each and every member in the weeks ahead. If there is anything we can do for you, please call us and let us know."

nurse in the Seattle-King County Health Department and later served as Director of Nursing and Health Services for the Pacific Northwest Division of the American Red Cross before returning home and joining the Department of Health's Public Health Nursing Branch in 1984. She remained there until she left the Department on June 30, 2005, to take on the role of Executive Director for the Hawai'i Nurses Association.

Throughout her career, Aggie has received many awards from various community and nursing organizations. Her most memorable, she says, was being named HNA Nurse of the Year in 2001, which she considers an unexcelled honor.

HNA is honored and very fortunate to have **Aggie Pigao Cadiz, BSN, RN**, as our Executive Director. We hope everyone who doesn't already know her will get to meet her soon. Let us introduce her to you:

Agnes (Aggie) Pigao Cadiz was born in Honolulu, raised in Puhi Camp on Kaua'i, and grew up in Kalihi Uka valley. She is an alum of S. B. Dole Intermediate and St. Francis Convent Schools. She received her Bachelor of Science in Nursing degree from Seattle University School of Nursing.

Aggie has had numerous and varied experiences in community health nursing including working for one of several free clinics in downtown Seattle. These free clinics were the precursors of the current community-based health centers. She was a public health

"I come to HNA dedicated to helping make a difference for Nurses and health care in Hawai'i," she says. "The challenges before us are many, but we have the experience, the expertise, the will, and the means to accomplish all the goals we set for ourselves.

"My role will be to help pull all the elements together so HNA – reborn out of the merger of the best elements from what HNA and the CBO had been – can realize its mission of being the most effective possible representative and voice for Hawai'i Nurses.

"I look forward to meeting each and every member in the weeks ahead. If there is anything we can do for you, please call us and let us know."

Meet HNA's Co-Chief Negotiator for the Big Five Negotiations



Dean Choy, HNA Co-Chief Negotiator for the Big Five Negotiation.

Dean Choy has been retained by HNA to serve Hawai'i Nurses as Co-Chief Negotiator for the Big Five negotiations this fall along with HNA staff legal counsel **Jon Carroll**. Dean

is a native of Waikiki and a graduate of Yale University and Boalt Hall School of Law, University of California at Berkeley. He is licensed to practice law in Hawai'i, California, and Missouri. He is in solo practice specializing in the areas of labor and employment law.

Dean Choy has an "AV" attorney rating under the Martindale-Hubbell Rating System, the highest rating by the leading independent attorney evaluation service. He has also been named by Woodward & White in The Best Lawyers in America under Labor & employment

Law since 2000. He organized the Kamehameha Schools faculty during the turbulent times of the Bishop Estate trustees in 1998 and negotiated their first union contract.

Dean is also active in alternative dispute resolution as an arbitrator, mediator, speaker, and advocate in labor arbitrations. He has been a lecturer for the National Employment Lawyers Association at its national convention in Toronto, regional convention in Minneapolis, and Hawai'i chapter convention.

Benefits of Using Employee Health Department/Unit at your Hospital

HNA has learned of different occasions when Nurses have chosen not to use the Employee Health departments or units at their facilities. HNA LRS Juliet Begley reminds us that the employee health units also serve to collect data regarding health problems of Nurses and other employees. Such data can help identify and track general problems that may arise. Further, they can assist the process when data is needed to help with grievances that HNA may file on behalf of Nurses. Unless there's a good reason to do otherwise, the Employee Health Units can be of good service to all of us.

HNA Stands up to Raid By California Union

They're still at it. The same California union that tried to get HNA to disaffiliate from the ANA and lost – and also physically occupied HNA's offices last year (until the courts kicked them out) is continuing its attempt to take over representation of Hawai'i Nurses at Kaiser Hawai'i. But Kaiser Nurses and HNA are standing up to the invasion.

The California union has filed for a representation election at Kaiser. The election will be supervised by the National Labor Relations Board (NLRB). The raiding union is now calling itself the "CNA/NNOC" ("California Nurses Association/National Nurses Organizing Committee") and claims to have transformed itself into a "national" union. But the truth is they have fewer than 450 members all told outside of California. This fact is verified by evidence in reports that all unions are required to disclose under U.S. law.

HNA members have launched an effort to counter the California union's allegations and claims and bring the facts to Kaiser Nurses. The campaign is going very well according to Kaiser RN, Robin Tanner.

Strong Support for HNA

"We have had a very strong response from our fellow Kaiser Nurses," Robin reported to the HNA ACTION. "The raid is a power grab by the union from California. But Hawai'i Nurses aren't going to fall for it. We are fully capable of representing ourselves and don't need a union from California to do it for us.

"At the same time," Robin said, "there are a number of important issues at Kaiser and those are our primary focus for action. HNA is working hard to resolve these issues. Nurses there know that and support our efforts. For one thing, Kaiser

management unilaterally implemented a new staffing plan that they call an "RN/LPN Partnership" but in reality this approach greatly increases the work loads of RNs at Kaiser. Not only are we fighting to turn around the negative effects of that plan, but we are also in negotiations for a new contract. We will not allow the 'CNA/NNOC's' raid to interfere with those efforts."

Dangers of Not Having a Contract

Robin also reported that Nurses at Kaiser understand the dangers that would ensue if they had to work without the protections of a contract as a result of the "CNA/NNOC" raid. The contract at Kaiser is between HNA, representing the Nurses, and the management of Kaiser. If HNA was no longer to be the Nurses' official representative, that contract would be null and void. That would leave Kaiser Nurses with no contractual protections until such a time as a new union were able to negotiate a new contract.

Historically, it has taken the "CNA/NNOC" more than two years to negotiate a new contract and some "CNA/NNOC" jurisdictions are still waiting. (Such a length of time, by the way, is not unusual in labor relations in the country.) During that period, management would not be constrained from making unilateral changes that could negatively affect Kaiser Nurses.

With the help of UAN, HNA's national affiliate – a REAL national union of more than 100,000 members - Kaiser Nurses have mounted a strong effort to counter the "CNA/NNOC" raid, correct "CNA/NNOC's" misrepresentations, and rally support to send the Californians back across the Pacific to the mainland. At this point no date has been officially set for a vote. We will keep you posted.

John Dystel Nursing Fellowship

National Multiple Sclerosis Society Offers Nursing Fellowship

Early in November, HNA published a STAT notifying members of the UAN Labor Education Scholarship Program. Deadline for application was November 18th. For information, go to the UAN website at: <http://uannurse.org>. We are also pleased to inform members of another advanced educational opportunity.

The National Multiple Sclerosis Society (NMSS) is offering a fellowship program designed for registered nurses interested in receiving advanced training in MS nursing care. According to the NMSS, the preferred candidate will hold a bachelor's degree and have a minimum of one year of clinical experience.

The NMSS shared the following information with us for communication to Hawai'i Nurses:

The fellow will practice in a specialized MS clinical setting under the tutelage of an MS nurse expert. Training consists of supervised patient care, exposure to multidisciplinary treatment, and other instructional activities. Upon successful completion of the program, the fellow should have the knowledge and skills necessary to practice as an MS nurse specialist. The program offers candidates two options: a three-month fellowship or a six-month fellowship.

It is the responsibility of the applicant to arrange the proposed training with an appropriate mentor and institution, prior to formal application. The fellowship award for the three-month option is \$22,500, payable to the sponsoring institution. The award includes the fellow's salary, benefits, and participation in education activities; a \$2,500 honorarium for the mentor; and indirect costs (not to exceed 10% of the award). The fellowship award for the six-month option is \$44,000 payable to the sponsoring institution. The award includes the fellow's salary, benefits, and participation in education activities; a \$4,000 honorarium for the mentor; and indirect costs (not to exceed 10% of the award).

For a detailed program description and application form, visit the NMSS' website at:

http://www.nationalmssociety.org/dystel_fellowship.asp.

If you need additional information, contact Alicia Soto at the NMSS at 212-476-0457 or contact her by email at: alicia.soto@nmss.org. Completed applications, including supporting documents, must be received at the Society by February 10, 2006. Notification of award will take place by April 21, 2006. The fellowship will begin June 1, 2006. (Alternate start dates will be considered).

Students Learn about Nursing



HNA Treasurer Wilmalee Kimble, RN, talking with students at Kawananakoa Middle School October 27, telling them what it is like to be a Nurse, and how important a career Nursing is. Wilma was joined at the school's Career Fair by Ken Obayashi, RN.

Study Underscores Dangers of Mandatory Overtime, Fatigue



HNA Vice President Joan Craft, RN, called our attention to this important study by the Michigan Nurses Association.

HNA Vice President Joan Craft, RN, called our attention to recent studies that underscore the dangers of Nurses fatigued by being forced to work additional hours beyond their scheduled shifts.

The following information is excerpted from the Michigan Nurses Association's study of such formal investigations and reports (*Michigan Nurses Association Public Policy Associates, Incorporated - The Costs of Mandatory Overtime for Nurses, August 2004*):

The long hours worked by some nurses pose some of the most serious threats to patient safety. Prolonged periods of wakefulness can produce effects that are similar to the effects produced by alcohol intoxication. This may include decreases in reaction time and the speed of mental processes

Periods of wakefulness in excess of 16 hours can produce performance decrements equivalent to a blood alcohol concentration (BAC) level of .05 percent. Alcohol intoxication is defined as .05 percent BAC in several western industrialized nations although the level in the U.S. varies from .08 to .10 among the states.

The Rogers study and report also found the following: The impact of hours worked, duration of work, and overtime in this study were shown to have a statistically significant impact on patient safety. According to Rogers, et al., "the likelihood of making an error increased with longer work hours and was three times higher when nurses worked shifts lasting 12.5 hours or more . . ." and "working overtime increased the odds of making at least one error, regardless of how long the shift was originally scheduled."

The study also showed that there is a significantly higher risk of error associated with nurses working overtime after 12-hour shifts. These results also held for the likelihood of "near errors."

It is widely recognized that overtime work among nurses and patient safety are related, and this association is routinely described as one in which increased overtime (voluntary or mandatory) is associated with reduced patient safety. The International Council of Nurses (ICN) acknowledges that nurses throughout the world are increasingly working overtime, and "the increasing amount of overtime threatens nurses' ability to provide safe and individualized care for patients."

Threats to patient safety that are likely to result from extensive nursing overtime include the following:

- Nurses being less alert to changes in patients' condition
- Nurses having slower reactions
- Medication errors—adverse drug events (ADEs)
- Errors in clinical judgment
- Increase in nosocomial infections
- Increase in decubiti

Link Found

The authors of this recently published study conclude that as these findings imply a link between poor working conditions (long hours and overtime, mandatory or otherwise) and patient safety. In response to this and other admonitions concerning the elimination of mandatory overtime for nurses, almost half of the states in the nation have enacted or introduced legislation concerning this issue. Such legislation has been introduced in Hawai'i and is an important legislative priority of HNA.

HAWAI'I NURSES ASSOCIATION ACTION

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Calendar

**National Nephrology Nursing and Technician
Certification Exam (CNN, CHD, CHT) - Presented by:**
ANNA - Pacific Island Chapter - Local 507

When: March 19, 2005 1:00 - 17:30
Where: Kaiser Moanalua Auditorium

Register & information:
download application and requirements from:
<http://www.annanurse.org/>

To sign up call Robin Tanner, RN, BSN -Secretary:
808-542-2742 or email: kaisertanner@yahoo.com

**The Hawaiian Islands Chapter of the American
Association of Critical Care Nurses** is pleased to present:
CCRN Examination Review Course which will be held on
Feb 21 & 22, 2006 at the Ala Moana Hotel Carnation Room.

Carol A. Rauen, RN, MS, CCNS, CCRN, is a critical
care education consultant with an extensive critical care
background and frequent lecturer at AACN's annual
National Teaching Institute. Cost is \$150 for Hawaiian
Island Chapter and Big Island Chapter members, \$200 for
AACN members and \$250 for non members.

For further info, please contact Terry at:
kurt.terry@verizon.net or 674-8447
or Joanne at:
jvweldon@hawaii.rr.com or 949-5756.

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