

## Negotiations Update

# Negotiations Are Underway!



Luanne Long, RN, President

After months of training and preparation, your HNA Nurse negotiating teams are now engaged in the negotiations process. Contacts have been made, meetings scheduled. Proposals have been exchanged at most of the facilities and talks are underway. All contracts end on November 30, 2005.

Teams at all five hospitals have agreed to open negotiations with a free-flowing negotiations approach, similar to facilitated negotiations.

A federal mediator will sit in on

initial sessions, helping the teams from both sides to establish a productive beginning to understanding our proposals and getting the negotiations underway as positively as possible.



Aggie Pigao Cadiz, RN, Executive Director

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**HAWAII  
NURSES  
ASSOCIATION**

OCTOBER 2005

# ACTION

**SERVING HAWAII NURSES AND PATIENTS SINCE 1917**

## Clarifying The Issue –

# Overtime Abuses Continue

Last month we reported about abuses by hospitals in pressuring Nurses to do required charting they can't get done during work hours "off the clock." We cited specific reasons why this is an illegal act by an employer. However, some abuses have continued. This time some managers have argued that charting "isn't an integral part of the Nurse's job."

This is absolutely untrue. HNA Vice President Joan Craft observes, "Charting is an integral part of patient care. Nurses need to communicate to the other members of the team

as to what occurred on their shift, that is, patients' response to medications, procedures, and other interventions. Nurses also need to document the nursing plan of care for the patient. Failure to thoroughly document is unsafe patient care.

### Nurses Know

"As an example, if you gave a medication you need to document the patient's response - favorable or otherwise - so other care providers know whether or not to give that medication again," Craft continued. "In fact, at Queen's Medical Center, 'assigned work' specifically

includes charting and – quoting from the rules at Queens – 'failure to complete assigned work may result in immediate termination.' A famous saying is, 'if it wasn't charted it wasn't done'."

Nurses know what our job is. Hospital administrations cannot be allowed to take advantage of Nurses by pressuring us to perform – without pay – duties that are integral to our work. It's illegal under the law and it's unprofessional under the description of Nurses' professional responsibilities.

# 3 Released to Help The Union



*Elayne Schwartz, RN*

***“Joan, Elayne and Robin are making a real difference in helping Nurses be prepared for the negotiations,” said HNA Executive Director Aggie Pigao Cadiz, BSN, RN***



*Robin Tanner, RN*



*Joan Craft, RN,  
HNA Vice President*

Three Nurses have been released from their regular duties to help part time with HNA’s efforts in support of the negotiations. Under provisions of the contract, HNA Vice President Joan Craft, RN, Elayne Schwartz, RN, and Robin Tanner, RN, have taken time away from their regular jobs to serve their fellow Nurses by working for HNA during this negotiations period. Joan and Elayne are members of the staff at Queens; Robin works at Kaiser.

“Joan, Elayne and Robin are making a real difference in helping Nurses be prepared for the negotiations,” said HNA Executive Director Aggie Pigao Cadiz, BSN, RN. “It was for this reason that we negotiated the provision allowing this into our contract. When you see Joan, Elayne or Robin around your facility, say hi and ask them what YOU can do to help with our united effort.”

## **Negotiations Update** From Page 1

**From this point, OUR support for our teams will go a long way toward achieving the best possible outcome. Let your Nurse negotiators know you’re with them. Volunteer to help your CAST team in negotiations support activities. Be sure to attend any briefing sessions that may be called at your facility. And don’t forget to call the HNA Hotline for the latest news – 537-2833.**

## **Kaiser**

The on-going raid against HNA members at Kaiser by a California union is intended to delay our negotiations there. However, Kaiser Nurses are rallying to support their own union and our Nurse negotiating team is pressing forward.

Yes, this is the very same group that occupied HNA’s offices a year ago until a court order issued by the Hawai’i courts tossed them out.

Focus at Kaiser has been HNA’s fight to turn back Kaiser’s unilateral change in work assignments relative to patient

charting. Calling this the “LPN/ RN Partnership” staffing model, what it actually does is increase RNs’ charting responsibilities from 2-5 to 7 patients. A high of 10 patients has occurred there due to this Kaiser change. HNA has demanded that Kaiser put on additional Nurses to ease the workload and has called for discussions – directly involving Nurses - on how to handle the situation.

**Negotiations will continue on all fronts. Our teams are representing US – all of us. These are our negotiations. Make sure your teams know you are involved and right there with them!**

# HNA NOW

**E Pluribus Unum – out of many, one**

This is the second in a series of articles examining the new structure of the united HNA. Last month's article reviewed the merging of the Collective Bargaining Organization with HNA. This month, we highlight the eight Standing Committees established in Article IX of our Articles of Incorporation.

Much of HNA's operations occur within the Standing Committees. It is the structure of these committees that supports the democratic balance of power within HNA. Participation by the membership is crucial to fill committee positions, distribute the workload, and ensure that our HNA genuinely represents and serves the Nurses of Hawai'i.

There is one Standing Committee of the Board of Directors - the Collective Bargaining Committee - and seven Standing Committees of the House of Delegates. All are accountable to the House of Delegates and report to both the Board of Directors and the House of Delegates. Six of the eight committees include members who are not also on the Board.

**Collective Bargaining Committee** members are all Directors representing bargaining units. It plans for negotiations, administers & enforces contracts, and has responsibility for the Strike Fund.

**Bylaws and Resolutions Committee** is composed of 7 members, 4 of whom are from the Board. This committee interprets the Articles of Incorporation and submits proposed resolutions and amendments to the Articles to the House of Delegates.

**Nominations Committee** is elected by the members, with at least one from each district. The 7 member committee must include 4 members of Collective Bargaining Units. Members of the Board may not serve on the Nominations Committee. It is responsible for organizing the collection of nominations and preparing lists of candidates for HNA elective positions; it plans and oversees elections and reports election results to the Board.

**Finance Committee** has 9 members, all from the Board. It is responsible for HNA's annual budget, monitoring HNA's financial status, and informing the Board of our financial matters. The HNA Treasurer serves as chair.

**Continuing Education Committee** includes 5 members and approves providers and educational programs that meet established criteria.

**Governmental Affairs Committee** also includes 5 members. It provides information to members about the political process and informs members and the Board of legislation that affects nurses or patients. It also tracks voting records of elected officials.

**Margaret Jones Memorial Fund Committee** has 5 members and is charged with fulfilling the provisions of the "Instrument of Gift."

**Ann Clark Nursing Research Fund Committee**, also 5 members, seeks funds for nursing research and distributes those funds according to established policy and procedure.

The Board of Directors appoints members to the committee positions based on recommendations made by the Nominations Committee. In keeping with the policies of collective bargaining law, our Articles of Incorporation bar supervisors from serving on committees that may have any impact on collective bargaining. Terms of office and the procedure for filling vacancies are dictated by the Articles of Incorporation, as are composition of committees, meetings, quorum, duties, reporting, etc.

**This structure of Standing Committees makes sure the members run their union. Your participation is the key. Members serving members creates the strongest, most responsive, most effective union possible. When elections are next held – in the near future – run for a position. It doesn't take a lot of your time and it DOES make a huge difference. If you don't want to run for a formal office, then serve on one of the committees. The union you help guide is your own, serving and advancing the needs and interests of all the Nurses of our Island State and the patients we serve.**

# Hawai`i State Center for Nursing

Second of two parts, by Barbara P. Mathews, MS, APRN, CNAA

## Continued from the September issue...

The Center became operational in April 2005 and has formed a number of working groups or Collaboratives to focus on these objectives. The Center's mission is to assure that Hawai'i has the nursing resources necessary to meet the health care needs of its people. We are positioned to become a powerful catalyst for change and serve as an infrastructure to bridge the various worlds of practice, policy, education and research. HOWEVER, to accomplish our goals, we need involvement from many nurses throughout our state!

Please consider how you might want to be involved. We welcome your ideas which can be communicated via e-mail to [hscfn@hawaii.edu](mailto:hscfn@hawaii.edu), by phone at 956-5429, or in person at the University of Hawai'i School of Nursing and Dental Hygiene, Webster 402D. We welcome your participation in the Workforce Collaborative. Check out our website to see what might interest you at [www.nursing.hawaii.edu/hscfn](http://www.nursing.hawaii.edu/hscfn).

It is my privilege to be in the position of Executive Director of the Hawai'i State Center for Nursing and to provide the leadership to begin our important work. I look forward to working together! I thank HNA for carrying this communication to the many Hawai'i nurses HNA represents.

## Keeping in Contact

People and families are constantly on the move; we seldom stay at the same residence all our lives. Such is the American way of life. We move out and move on.

If you do decide to move, please provide HNA with your new contact information by calling:

**808-531-1628**

You can also drop us a note via snail mail or email it to:

**[cynthia@hinurse.org](mailto:cynthia@hinurse.org)**

Help us keep your membership information current so we do not lose contact with you.

If you would like to receive email from HNA, please inform us of your email address. We will gladly add it to your membership file.

# HI Nurses Help Around the World

HNA honors the many Hawai'i Nurses who have traveled the world assisting people in need. HNA would love to share more of their stories. We encourage those Nurses who go to assist people in crisis to please send us your stories so we can share them with all Hawai'i Nurses.

This month we salute two Kauai Nurses who recently served in two different parts of the world - in the aftermath of Hurricane Katrina in the USA and in Cebo, the Philippines, as well.

**Houston:** HNA member Jill Aldrete recently returned from Houston, Texas after volunteering a week at the shelter set up in the George R. Brown Convention Center.

"Because I'm an ER nurse, that's exactly what they had me doing," Jill said. "I handled the cardiac and trauma cases but I was surprised to find that my main job was to help those patients who had been without their blood pressure and diabetes medication for more than a week.

Everywhere I looked we had patients in hypertensive crises and with skyrocketing blood sugar. Among the 9,000 people being sheltered there were several nurses and doctors who had been forced out of their own homes by the storm. In spite of their losses they came forward to assist other evacuees."

**Philippines:** Janette Wolf, RN, was among a group of Kauai medical personnel who volunteered their time and expertise in September on the Rotary Club medical mission to assist indigent children in Cebu, Philippines.

Thanks to the efforts of the team, which included Wolf, Dr. Larry Reichel, Dr. Michael Johnston, and Rebecca Allen, more than 100 children born with cleft lips and palates were made whole. They now look and speak like the other children and their lives are forever changed.

Albert Schweitzer once said, "Even if it's a little thing, do something for those who have need of help, something for which you get no pay but the privilege of doing it." These exceptional Kauai people partially followed Dr. Schweitzer's advice;



*HNA's Janette Wolf RN with before and after pictures of Cebu's John Ray Villamor.*

they certainly got the no pay part right, but what they did was no little thing.

Hawai'i's nurses say, "Good work and well done."

## Help still needed

HNA President Luanne Long, RN, said that the HNA Board of Directors is well aware that disasters can also harm caregivers. To that end HNA has contributed \$2,000 to the Hurricane Katrina Nurses Fund of the American Nurses Foundation to help nurses who lost their homes and jobs to Katrina.

"While the initial effects of the disaster are now being addressed, the long term problems are just beginning to present themselves. Large numbers of people will be needing psychological help adjusting to major life changes," President Long told the news media.

The American Nurses Association, with which HNA is affiliated, has need for approximately 100 certified psychiatric and mental health and gerontology Nurses to work in Louisiana on two-week assignments. Expenses related to travel, housing and meals will be covered. Nurses with these qualifications who wish to volunteer can obtain additional information and applications at: <http://nursingworld.org/news/disaster/samhsaintro.htm>.

# ANA GOVERNMENT AFFAIRS WEBSITE

HNA is proud of our affiliation with UAN and ANA. We want to remind you that you can get information on ANA's core issues, check the status and co-sponsorship information on ANA-tracked federal bills and votes, get contact and staff information on your Members of Congress and more by going to:

<http://www.anapoliticalpower.org/>

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## Ana Silva Named Secretary

The Board of Directors has elected Ana Silva, RN to fill the vacancy created by the resignation, due to illness, of Secretary Cathy Zane, RN. HNA wishes Cathy the very best. Ana is an HNA Regional Director from the Big Island. A former HNA President, she also served as Secretary of the former Board of Directors and as Chair of the Transition Board after the merger that created the United HNA. She will serve until the next elections.

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