



Because we stood together...
2017 VICTORIES



SAFE STAFFING SAVES LIVES!

SAFE STAFFING SAVES LIVES!

FAIR CONTRACT NOW!

NURSES UNITED!

FAIR CONTRACT NOW!

SAFE STAFFING SAVES LIVES!

Honk if u  Nurses



SEIU 121RN
Nurses Alliance

SEIU 121RN
Nurses Alliance

SEIU 121RN
Nurses Alliance

NURSES UNITED!





Former Assemblymember Eric Linder joined us at our "Info Picket" in Riverside in September.

In 2017, the RNs of SEIU Local 121RN united like never before.

Ever since nurses began forming our unions in the United States in the 1940s, we've proved that when we stand together, we improve wages, working conditions and safety for both our patients and ourselves.

This past year was an exceptional one. We showed up, spoke up, lobbied leaders, picketed, authorized strikes and flexed our nurse power at the bargaining table.

WE GREW

In our nation's rapidly changing healthcare industry, joining together to have a voice is more important than ever. In 2017, hundreds of nurses across Southern California formed their unions with us, many gaining a real voice on the job for the very first time.

Kindred Riverside wins first contract!

VOTED TO BE PART OF
SEIU LOCAL 121RN
ON APRIL 6, 2017

After winning our union election last spring, the nurses at Kindred Riverside also quickly negotiated our first contract, winning new job protections and respect for seniority, as well as guaranteed raises. We also won a "Joint Labor Management Committee" where we can sit down with top hospital administrators to have a voice on staffing and other concerns.



"We were frustrated. When we would speak up for our patients and ask for solutions to staffing problems, our voice just wasn't heard.

Nurses were leaving to work at other hospitals. Finally, we decided to stop grumbling and instead step in and do something about it. And then we got excited. We won our union and I had the honor of helping to negotiate our first contract. I'm especially proud that the hospital finally agreed with us that each team must have a CNA."

ODELIA COLE, RN

Kindred Riverside nurses celebrate their vote to form their union with SEIU Local 121RN.



BECAUSE
WE STOOD
TOGETHER

Kaiser Permanente Moreno Valley Medical Center

VOTED TO BE PART OF SEIU LOCAL 121RN ON AUGUST 10, 2017

The E.R. Charge Nurses at Kaiser Moreno Valley voted to join our other colleagues at the hospital and form our Union with them. Early this year, we also negotiated our first contract, winning the kinds of wages, benefits and working conditions that our sisters and brothers at Kaiser Moreno Valley already enjoy.



“Everyone else in our hospital was part of a union except the five of us. We tried to work with management on our working conditions and wages, but we weren’t getting

anywhere. For one thing, management was asking us to complete all kinds of audits. When we’re trying to run an E.R., we don’t have time for ‘desk job’ administrators’ paperwork. Management should have been completing those audits. Now we have a voice and the strength of our union, like all the other RNs at our hospital.”

DANA HANSEN, E.R. CHARGE NURSE

Dignity Health Infusion Centers

VOTED TO BE PART OF SEIU LOCAL 121RN ON SEPTEMBER 7, 2017



“I’ve been a nurse for 22 years and have worked in both a union and non-union environment, so I’ve really seen the difference. At our infusion center,

it would fall on deaf ears every time I spoke up for my patients and nurse safety. It was different early in my career at a union hospital. I was a Steward and our voice was heard. So when Dignity Health bought our infusion center last year, I realized it was an opportunity to form a union again. I remember when the first flyer came out with my picture on it during our campaign to join SEIU Local 121RN. Wow...exhilarating.”

ANGELA VASQUEZ, RN

Southern California Hospital at Van Nuys

VOTED TO BE PART OF SEIU LOCAL 121RN ON OCTOBER 19, 2017



“Our staffing problems were just out of control. Our Charge Nurses often have eight patients themselves. How can they fulfill

any actual Charge Nurse duties? Our patients have really high acuity and our acuity measuring system is antiquated. The worst part was that management wasn’t listening to us. RNs at Southern California Hospital at Van Nuys talked about a union before, but this time we were all on the same page at the same time. It actually shocked me how rapid-fire it all happened. Everyone stood strong. I was wearing purple left, right and center. And we’re feeling the difference already. Management is beginning to listen now, making adjustments to some of the poor decisions they have made in the past.”

SALLY ROTH, RN

Southern California Hospital at Hollywood

VOTED TO BE PART OF SEIU LOCAL 121RN ON NOVEMBER 3, 2017



“I look forward to the next phase when we sit down with management and negotiate our first contract. This is our chance to be heard and

respected as part of the team. We love working here and want to be a part of improving things at our hospital.”

MICHAEL PINZON, RN, ICU



WE STOOD UP FOR PATIENTS

At the state level, we won legislation that strengthened whistleblower protection laws.

ON SEPTEMBER 25, Governor Brown signed into law our legislation, Assembly Bill 1102 (which amends Section 1278.5 of the Health and Safety Code). We worked with Assemblymember Freddie Rodriguez (D—Pomona), who introduced the bill. We needed to do something about hospital management who considered any fines related to cutting corners—and disciplining nurses who stand up for patient safety—as simply “the cost of doing business.” These changes to Health and Safety Code 1278.5 now increase the fines for a willful violation of whistleblower protection laws from a current ceiling of \$20,000 to up to \$75,000. These higher fines (which are levied against both hospitals and individual managers) will make it much less appealing for profit-minded hospitals to cut corners. Our continued commitment to blow the whistle when we see illegal short-staffing won’t stop until hospitals stop putting patients at risk.



SEIU Local 121RN nurses lobbying Assemblymember Todd Gloria in March 2017. We told our personal stories of struggling to care for patients when our hospitals aren't properly staffed. It was these personal examples that led to broad bipartisan support for our bill.

“I joined our Sacramento Lobby trip last year to make sure legislators knew **how important this bill was**.



I know a nurse who had a full load of really ill patients. She was a new graduate and was working at capacity. Her supervisor insisted that she take another patient, which isn't legal. She knew this would endanger her other patients. She held her ground and said 'I don't know what to tell you, but I can't take another patient.' They suspended her. That's the story I told those legislators in Sacramento. I could tell it had an impact. I could see them thinking 'what would I do if there was something I really couldn't handle and someone tried to make me do it anyway?' I went up to Sacramento to speak out because I believe being involved can bring change.”

SHERYL GIMENEZ, RN

**BECAUSE
WE STOOD
TOGETHER**

LEGISLATIVE REPORT CARD CONTINUED ON NEXT PAGE

Our bill, AB 1102, won incredible bipartisan support last year. Below and on the following pages, we show the progress of our bill and how each legislator voted along the way, through committees and on the floors of both houses. We also show how legislators voted on SB 687, another important bill for the RNs at SEIU Local 121RN, which would have saved Emergency Rooms in underserved areas.

Assembly	Party	District	AB 1102-Whistle Blower Protection (Rodriguez) Assembly Health Committee	AB 1102-Whistle Blower Protection (Rodriguez) Assembly Judiciary Committee	AB 1102 -Whistle Blower Protection (Rodriguez) Assembly Appropriations Committee	AB 1102-Whistle Blower Protection (Rodriguez) Assembly Floor Vote	AB 422-CSU Doctor of Nursing Program (Arambula)	SB 687-Hospital Closure Bill (Skinner)	Percentage	Grade	SEIU 121RN or SEIU CA Endorsed?
Acosta	R	38	-	-	-	Y	Y	N	67%	D	No
Aguar-Curry	D	4	-	-	-	Y	Y	Y	100%	A	Yes
Allen	R	72	-	-	-	-	Y	N	50%	F	No
Arambula	D	31	-	-	-	Y	Y	Y	100%	A	Yes
Baker	R	16	-	-	-	Y	Y	N	67%	D	No
Berman	D	24	Y	-	-	Y	Y	Y	100%	A	Yes
Bigelow	R	5	-	-	Y	Y	Y	N	75%	C	No
Bloom	D	50	-	-	Y	Y	Y	Abstained	75%	C	Yes
Bocanegra	D	39	-	-	Y	Y	Y	Y	100%	A	Yes
Bonta	D	18	Y	-	Y	Y	Y	Y	100%	A	Yes
Brough	R	73	-	-	-	Y	Y	Y	100%	A	No
Burke	D	62	-	-	-	Y	Y	Y	100%	A	Yes
Caballero	D	30	-	-	-	-	Y	Y	100%	A	Yes
Calderon	D	57	-	-	Y	Y	Y	Y	100%	A	Yes
Cervantes	D	60	-	-	-	Y	Y	Abstained	67%	D	No
Chau	D	49	-	Y	Y	Y	-	Y	100%	A	Yes
Chavez	R	76	-	-	-	Y	Y	N	67%	D	No
Chen	R	55	-	-	-	Y	Y	N	67%	D	No
Chiu	D	17	-	Y	-	Y	Y	Y	100%	A	Yes
Choi	R	68	-	-	-	Y	-	N	50%	F	No
Chu	D	25	-	-	-	Y	Y	Y	100%	A	Yes
Cooley	D	8	-	-	-	Y	Y	Y	100%	A	Yes
Cooper	D	9	-	-	-	Y	Y	Y	100%	A	Yes
Cunningham	R	35	-	Y	-	Y	Y	N	75%	C	No
Dababneh	D	45	-	-	-	Y	Y	Y	100%	A	Yes
Dahle	R	1	-	-	-	Y	Y	N	67%	D	No
Daly	D	69	-	-	-	Y	Y	Abstained	67%	D	No
Eggman	D	13	-	-	-	-	Y	Y	100	A	Yes
Flora	R	12	-	-	-	Y	Y	Abstained	67%	D	No
Fong	R	34	-	-	Y	Y	Y	N	75%	C	No
Frazier	D	11	-	-	-	Y	Y	Y	100%	A	Yes
Friedman	D	43	-	-	Y	Y	Y	Y	100%	A	Yes
Gallagher	R	3	N	-	Y	Y	Y	N	60%	D	No
Garcia, C	D	58	-	Y	-	Y	Y	Y	100%	A	Yes
Garcia, E	D	56	-	-	Y	Y	Y	Y	100%	A	Yes
Gipson	D	64	-	-	-	Y	Y	Y	100%	A	Yes
Gloria	D	79	-	-	Y	Y	Y	Y	100%	A	Yes
Gomez	D	51	-	-	-	Y	Y	Y	100%	A	Yes
Gonzalez-Fletcher	D	80	-	-	Y	Y	Y	Y	100%	A	Yes
Gray	D	21	-	-	-	Y	Y	Abstained	67%	D	No

"NURSE-POWERED POLITICS!"

Assembly	Party	District	AB 1102-Whistle Blower Protection (Rodriguez) Assembly Health Committee	AB 1102-Whistle Blower Protection (Rodriguez) Assembly Judiciary Committee	AB 1102 - Whistle Blower Protection (Rodriguez) Assembly Appropriations Committee	AB 1102-Whistle Blower Protection (Rodriguez) Assembly Floor Vote	AB 422-CSU Doctor of Nursing Program (Arenbula)	SB 887-Hospital Closure Bill (Skinner)	Percentage	Grade	SEIU 121RN or SEIU CA Endorsed?
Grayson	D	14	-	-	-	Y	Y	Abstained	67%	D	Yes
Harper	R	74	-	-	-	Y	Y	N	67%	D	No
Holden	D	41	-	Y	-	Y	Y	Y	100%	A	Yes
Irwin	D	44	-	-	-	Y	Y	N	67%	D	Yes
Jones-Sawyer	D	59	-	-	Y	Y	Y	Y	100%	A	Yes
Kalra	D	27	-	Y	-	Y	Y	Y	100%	A	Yes
Kiley	R	6	-	Y	-	Y	N	N	50%	F	No
Lackey	R	36	-	-	-	Y	Y	N	67%	D	No
Levine	D	10	-	-	-	Y	Y	Y	100%	A	Yes
Limon	D	37	Y	-	-	Y	Y	Y	100%	A	Yes
Low	D	28	-	-	-	Y	Y	Y	100%	A	Yes
Maienschein	R	77	Abstained	Y	-	Y	Y	N	67%	D	No
Mathis	R	26	-	-	-	Y	Y	N	50%	F	No
Mayes	R	42	-	-	-	Y	Y	N	67%	D	No
McCarty	D	7	Y	-	-	Y	Y	Y	100%	A	Yes
Medina	D	61	-	-	-	Y	Y	Y	100%	A	Yes
Melendez	R	67	-	-	-	Y	Y	N	67%	D	No
Mullin	D	22	-	-	-	Y	Y	Y	100%	A	Yes
Muratsuchi	D	66	-	-	Y	Y	Y	Y	100%	A	Yes
Nazarian	D	46	A	-	-	Y	Y	Y	75%	C	Yes
Oberholte	R	33	-	-	Y	Y	Y	N	75%	C	No
O'Donnell	D	70	-	-	-	Y	Y	Y	100%	A	Yes
Patterson	R	23	Abstained	-	-	Y	Y	N	50%	F	No
Quirk	D	20	-	-	Y	Y	Y	Y	100%	A	Yes
Quirk-Silva	D	65	Y	-	-	Y	Y	N	75%	C	Yes
Rendon	D	63	-	-	-	Y	Y	Y	100%	A	Yes
Reyes	D	47	-	Y	Y	Y	Y	Y	100%	A	Yes
Ridley-Thomas	D	54	Abstained	-	-	Y	Y	Y	75%	C	Yes
Rodriguez	D	52	Y	-	-	Y	Y	Y	100%	A	Yes
Rubio	D	48	-	-	-	Y	Y	Abstained	67%	D	Yes
Salas	D	32	-	-	-	Y	Y	Y	100%	A	Yes
Santiago	D	53	Y	-	-	Y	Y	Y	100%	A	Yes
Steinorth	R	40	-	-	-	-	Y	N	50%	F	No
Stone	D	29	-	Y	-	Y	Y	Y	100%	A	Yes
Thurmond	D	15	Abstained	-	-	Y	Y	Y	75%	C	Yes
Ting	D	19	-	Y	-	Y	Y	Y	100%	A	Yes
Voepel	R	71	-	-	-	Y	Y	N	67%	D	No
Waldron	R	75	Y	-	-	-	Y	N	67%	C	No
Weber	D	79	-	-	-	Y	Y	Y	100%	A	Yes
Wood	D	2	Y	-	-	Y	Y	Y	100%	A	Yes

"NURSE-POWERED POLITICS!"

Senators	Party	District	AB 1102-Whistle Blower Protection (Rodriguez) Assembly Health Committee	AB 1102-Whistle Blower Protection (Rodriguez) Assembly Judiciary Committee	AB 1102-Whistle Blower Protection (Rodriguez) Assembly Appropriations Committee	AB 1102-Whistle Blower Protection (Rodriguez) Assembly Floor Vote	AB 422-CSU Doctor of Nursing Program (Arambula)	SB 887-Hospital Closure Bill (Skinner)	Percentage	Grade	SEIU 121RN or SEIU CA Endorsed?
Allen	D	26	-	-	Y	Y	Y	Y	100%	A	Yes
Anderson	R	38	-	Y	Y	Y	Y	N	80%	B	No
Atkins	D	39	Y	-	Y	Y	Y	Y	100%	A	Yes
Bates	R	36	-	-	Y	Y	Y	Abstained	75%	C	No
Beall	D	15	-	-	Y	Y	Y	Y	100%	A	Yes
Berryhill	R	8	-	-	Y	Y	Y	N	75%	C	No
Bradford	D	35	-	-	Y	Y	Y	Y	100%	A	Yes
Cannella	R	12	-	-	Y	Y	Y	N	75%	C	No
de Leon	D	24	-	-	Y	Y	Y	Y	100%	A	Yes
Dodd	D	3	-	-	Y	Y	Y	Y	100%	A	Yes
Fuller	R	16	-	-	Y	Y	Y	N	75%	C	No
Gaines	R	1	-	-	Y	Y	Y	N	75%	C	No
Galgiani	D	5	-	-	Y	Y	Y	Y	100%	A	Yes
Glazer	D	7	-	-	Y	Y	Y	Y	100%	A	No
Hernandez	D	22	Y	-	Y	Y	Y	Y	100%	A	Yes
Hertzberg	D	18	-	Y	Y	Y	Y	Y	100%	A	Yes
Hill	D	13	-	-	Y	Y	Y	Y	100%	A	Yes
Hueso	D	40	-	-	Y	Y	Y	Y	100%	A	Yes
Jackson	D	19	-	Y	Y	Y	Y	Y	100%	A	Yes
Lara	D	33	-	-	Y	Y	Y	Y	100%	A	Yes
Leyva	D	20	Y	-	Y	Y	Y	Y	100%	A	Yes
McGuire	D	2	-	-	Y	Y	Y	Y	100%	A	Yes
Mendoza	D	32	-	-	Y	Y	Y	Y	100%	A	Yes
Mitchell	D	30	Y	-	Y	Y	Y	Y	100%	A	Yes
Monning	D	17	Y	Y	Y	Y	Y	Y	100%	A	Yes
Moorlach	R	37	-	Abstained	Abstained	Y	Y	N	40%	F	No
Morrell	R	23	-	-	Y	Y	Y	Y	100%	A	No
Newman	D	29	Y	-	Y	Y	Y	Y	100%	A	Yes
Nguyen	R	34	Y	-	Y	Y	Y	N	80%	B	No
Nielsen	R	4	Y	-	Y	Y	Y	N	80%	B	No
Pan	D	6	-	-	Y	Y	Y	Y	100%	A	Yes
Portantino	D	25	-	-	Y	Y	Y	Y	100%	A	Yes
Roth	D	31	Y	-	Y	Y	Y	Y	100%	A	Yes
Skinner	D	9	-	-	Y	Y	Y	Y	100%	A	Yes
Stern	D	27	-	Y	Y	Y	Y	Y	100%	A	Yes
Stone	R	28	-	-	Y	Y	Y	N	75%	C	No
Vidak	R	14	-	-	Y	Y	Y	N	75%	C	No
Wieckowski	D	10	-	Y	Y	Y	Y	Y	100%	A	Yes
Wiener	D	11	-	-	Y	Y	Y	Y	100%	A	Yes
Wilk	R	21	-	-	Y	Y	Y	N	75%	C	No

WE STOOD UP FOR PATIENTS

We challenged the California Department of Public Health to do a much better job.

IN NOVEMBER, we rallied in front of CDPH's San Bernardino offices to draw attention to the agency's top level administrators' slow, inadequate—often nonexistent—responses to official complaints against Southern California hospitals' illegal and dangerous lack of staffing.

Healthcare champions Senators Ed Hernandez and Connie M. Leyva joined us at our rally.



SEIU IZIRN Title 2
To: California Department of Public Health
Submitted: November 15, 2019
Facility: Majority of Facilities
Date of Occurrence: February 2019
Patient Acuity: HIGH
RNs on duty: BELOW
Charge RN on duty: D
maintaining charge
responding to changes
CNAs on duty: Lucky
Unit Secretaries: Yes
Other support staff, clerks: Can't remember

CONCERN/VIOLATION:
1. CDPH too often fails to hold the wrongdoers when we blow the whistle
arent held accountable
2. CDPH leadership sends out penalties and requirements
baselines. In fact, he
22 regulations are j

Bureau
+

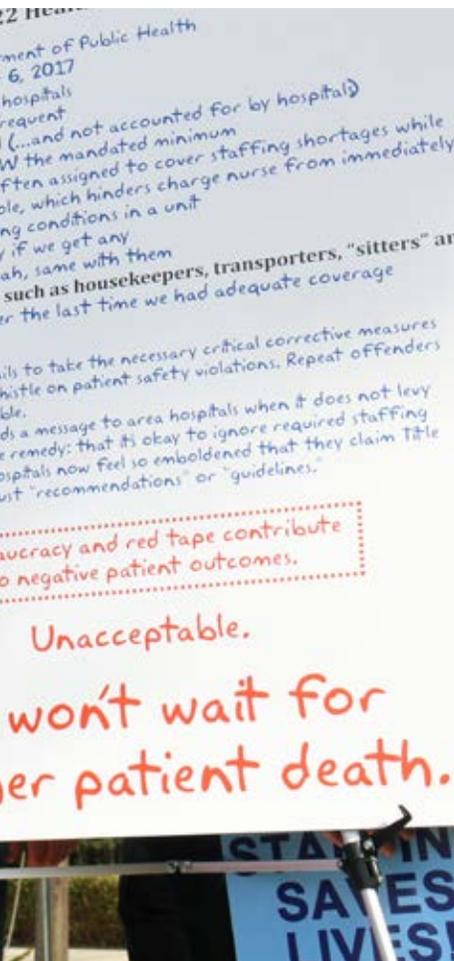
We

“We’re doing our part. We report patient safety violations to CDPH over and over again, yet we’ve not seen the critical corrective measures needed to ensure that problems are remedied.



What good does it do for us to blow the whistle on patient safety if the agency tasked with investigating and enforcing the law doesn’t respond? We are going to hold CDPH administrators accountable.”

**SEIU LOCAL 121RN PRESIDENT GAYLE BATISTE, RN, CNOR
NORTHRIDGE HOSPITAL MEDICAL CENTER**



At the federal level, we fought off aggressive efforts to rip healthcare away from millions.

SEIU NURSES and other SEIU members from our sister locals around the country boldly spoke out through vigils, phone calls, letters to the editor and more to successfully fight off all of the most aggressive efforts to rip health coverage away from as many as 22 million Americans. Extremists in Congress continue their efforts to weaken the Affordable Care Act and destroy the Medicaid program that funds the care SEIU members provide to seniors, people with disabilities and children.



WE WON IMPROVEMENTS AT OUR WORKSITES

...in our
contracts.

We added significant language on **STAFFING** at Riverside Community, Los Robles and West Hills

These improvements at our hospitals are a direct result of our serious unity and strength in this campaign. Because we stood firm and united, we made some significant progress. We took a big step forward with strong language on safe staffing. We now have it **guaranteed in writing** that the hospitals will not lay off support staff without notifying our Union prior to implementation of cuts. Hospital administration will also first meet with us to explain the plan for who will absorb the work. We also added language that requires the hospital to go through a full process of attempting to find staffing coverage prior to asking an RN to go out of ratio (excluding legitimate emergencies). The steps include utilizing Float Pool or In-House Registry, asking for volunteers to work overtime, calling RNs who aren't working to offer them hours, calling in Registry nurses, utilizing management personnel to cover breaks/lunches and to cover for Charge RNs if necessary, or provide direct patient care themselves. The Hospitals must also provide the Union with proof of the steps it took to attempt resolution of short-staffing situations.



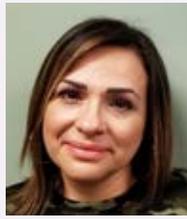
From "Sticker-Up" actions to informational pickets, the RNs of these three hospitals made sure both hospital administrators and the community knew we were serious about patient safety.

Pictured at right is California gubernatorial candidate, State Controller John Chiang.



**BECAUSE
WE STOOD
TOGETHER**

Riverside Community Hospital



“What really stood out for me about this campaign was how united we could be once everyone had the same information.

It was refreshing to see RNs all have each others’ and our patients’ best interest in mind. The other thing I really understand in a powerful way now is that knowledge is power. Our strength is in our numbers and in our knowledge. We added some great cornerstone language on safe staffing—but we could have the best language in the world and it won’t matter if we don’t know what’s in our contract and hold management accountable. The real work starts now!”

KATHY MONTANINO, SICU

Los Robles Hospital



“I was newly employed here for our contract negotiations several years ago. Back then, I didn’t know what we were working on.

This time it was different. We were unified and we stayed informed. In my Labor and Delivery unit, about 90% of us were really involved. That’s why we made so much progress on patient staffing issues. I can already tell, though, that we’ll need to stay on top of it. In our Labor Management Committee meeting the other day, several of us had to really stand our ground and state firmly that charge nurses cannot take patients. There is no way that a charge RN can have four to five patients and be a resource nurse for the rest of the floor, too.”

SUE MCMASTER, LABOR & DELIVERY

West Hills Hospital



“This was my first time serving on our Bargaining Team. It was quite a learning experience and I’m still sorting through all my thoughts. Overall, I’m really

proud to represent my colleagues, to be a voice for them. I’m honored that they entrusted me to advocate for them and for our patients—because this was bigger than just what nurses want. It’s about providing the best and safest patient care possible. Because of our new contract, we’ve already sat down with top management to discuss implementation of the break relief float pool. That’s a direct result of bargaining. And while it might be too early to tell exactly how it will play out, we’ve never had a conversation like this before. Would I serve on the Bargaining Team it again? Absolutely!”

YOLANDA TOMINAC, CRITICAL CARE

We had a really good wage opener at Hollywood Presbyterian Hospital

Even though we had just negotiated our contract in December 2016, we soon after had a wage reopener at the beginning of 2017. We negotiated significant pay increases that resulted in as much as 18% more and included respect for experience.



WE WON IMPROVEMENTS AT OUR WORKSITES

...by using our collective voice in Labor Management Committees and by enforcing our contracts.

We grew...and then overcame some growing pains at Pomona Valley Hospital Medical Center

Most hospitals prepare for and can withstand the ebb and flow of low patient census. But when two new units opened up—ICU 2 and Trauma—things got complicated. We started experiencing much longer low census periods. It got so bad that it forced a closure in one of the four units for two weeks. This issue was brought to the Labor Management Committee. A follow-up meeting the next day with Sue Mannerino (ICU Clinical Nurse III), Jeannie King (ICU Clinical Nurse III and Vice President of SEIU Local 121RN) and Union Rep Russel Main resulted in the creation of a new “Dark” policy. When a unit gets scaled back due to low census, everybody gets put into the same pool and they distribute the call-offs throughout all of the ICUs. By doing this, we helped alleviate the financial hit to one unit. This new policy was well-received and was one of the quickest remedies to come out of our PVHMC Labor Management Committee.

“Nurses reported trouble paying their mortgages and sought their Union Stewards’ help. I was really glad to see that RNs at Pomona were confident that our Union could do something about this. They know that through their Union they have a voice. We came to a fair decision collaboratively that benefited everyone.”



—JEANNIE KING, ICU CLINICAL NURSE III AND VICE PRESIDENT OF SEIU LOCAL 121RN



BECAUSE
WE STOOD
TOGETHER

Pomona
Valley
Nurses

Nurses at St. John's win \$8,000 grievance settlement after enforcing their contract's language on extra shifts

Hospital Administrators at St. John's basically told RNs, "Go ahead and work extra for us, but no supplemental pay." So, Union leaders at St. John's replied, "No way," and filed an official grievance in April 2016. In December 2017, we reached an agreement with the employer setting up a reimbursement fund and ensuring that all RNs working four hours or more of an extra shift are eligible for "Supplemental Staffing Pay" if they've worked their full schedule of regularly-scheduled hours.



"This agreement was a long time coming, but now we have very clear language regarding SSP. But, like all our wins, they're only strong

when we enforce them—and we're ready to enforce this."

JULIA ARCEO, RN

Northridge RNs challenge hospital to value critical training



"An important part of being a good nurse is staying current with the latest treatment protocols. RNs at Northridge are frequently assigned education modules

which are often completed at home to not interfere with patient care. Last year RNs completed a series of modules on treatment for strokes. Each RN has their own pace. If you don't pass a test the first time, for example, you must retake that test. When RNs turned in their timesheets, however, the hospital retroactively put an arbitrary time limit on completing the modules. We knew that wasn't right. We knew it could discourage an RN from spending the amount of time necessary to really master the important information. So, we stood together and protested this poor policy; 111 of us filled out claim forms. The hospital has agreed to pay all nurses for the actual time each nurse spent on the training. It's clear, though, that we must continue to hold the hospital accountable to put a high value on quality training."

FELICIA RINCON, RN

We got Tarzana management to take a closer look at competencies on every floor

Those of us working at Tarzana Hospital are putting pressure on management to ensure that no nurse is ever asked to deliver patient care without the right competencies. It endangers patients and puts individual nurse licensure at risk when competencies measurements are inadequate, when management assigns us to fill "short-staffing" situations in units where our competencies have not been fully validated, and when charge nurses on our floors don't have the necessary competencies for that unit. We had some significant movement in 2017. As a result of standing together as a Union and bringing these concerns to management, the hospital agreed to form a Competency Task Force between nursing staff and management in order to have a substantive dialogue and resolution on what competencies are needed for each unit. We will continue to work on this until every nurse on every floor feels fully competent and can say "I feel good doing this procedure."



"I'm on the Competencies Task Force. Currently, we're working with the Education Department here at the hospital to put together a resource

book for each department, which will make sure floats have all the information they need to feel comfortable. We've also spent a lot of time at this table letting management know how inadequate last year's competencies validation process was. Just signing a paper saying 'I read this' without anyone observing us is not a true measurement and this has to change. We want to ensure competencies validation this year is a valuable exercise that truly measures our comfort level with all procedures in our units."

RANDI SHANO, PICU RN



Nurses at Hollywood Presbyterian take full advantage of education fund

Last year, the hospital threatened to move money out of the nurses' Education fund, claiming that it wasn't being utilized. Our colleagues on the Bargaining Team said, wait a minute... you've dropped the ball by not having someone in the Education Department promoting this program widely, which provides competency trainings, CEUs and more. Since we advocated for this better use of the fund, nurses have really taken it seriously to get our money's worth out of this fund. We talked to each other about the courses and workshops we'd like to see and have implemented many new trainings, including critical care, charge nurse, preceptor, emergency room, ICU, NICU—the list goes on!



"Thanks to our contract, we have some great educational benefits—and now we're using them more than ever. Just in the

last year, I took both the charge nurse and the preceptor trainings. Many RNs took advantage of the \$350 CEU reimbursement this year. Not only that, HPMC nurses were eligible for \$5,000 scholarships several times in 2017."

SYDNIE BOYLAN, RN

**BECAUSE
WE STOOD
TOGETHER**

Float Nurse is First Scholarship Winner at Barlow Hospital

Every year, SEIU Local 121RN awards \$1,000 Scholarships to members in good standing enrolled in a nursing or healthcare related field at an accredited university. For the first time, an RN at Barlow Respiratory Hospital applied and won a scholarship.



"It was great to receive this scholarship from my Union and it's encouraging to know that we honor hardworking nurses who seek

additional training and higher learning. This really advances our profession. I learned about the scholarship through our Union newsletter and I'm using the money to complete my RN-BSN."

CORI SALUTRIC, RN

Wow! Nurses at Pacifica say "No way!" to 30-hour shifts



"Right around Labor Day last year, we lost half of our staff in just a few days. Understandably, the hospital was not prepared to suddenly go from

a Labor & Delivery Department of eight RNs to only four. Those of us remaining started pulling extra shifts. But when the shifts got longer and longer—18 hours, 24 hours, even 30 hours—and there was no end in sight, we knew we had to do something. I wrote a letter to hospital administrators and we all signed it. The hospital finally agreed and called in 'traveler' nurses to take some of these shifts. We've been back to nearly normal since about Thanksgiving."

ALEX SALAZAR, RN

SEIU Local 121RN Nurses continue to push back on unsafe, illegal assignments

Working together with Stewards, Union Reps and other Union staff, nurses developed a step-by-step explanation that clearly lays out our option to refuse unsafe assignments...and what to do if we face retaliation.

Now that we won more protection for blowing the whistle on hospitals that endanger patients (with AB 1102, our new law that amended Section 1278.5 of the Health and Safety Code), it's more important than ever that we know what steps to take. Check out the handy flowchart on the next page and use it next time you're faced with a decision to go out of ratio or not.

Monterey Park nurses say it's time to stop forced clock-outs

Hospital Administrators at Monterey Park Hospital were forcing nurses to clock out right at the 12-hour mark, take a mandatory 30-minute break, and then clock back in. Often, RNs had perhaps only 10 minutes of remaining work, such as a bit of charting or patient hand-off. In addition to the inconvenience of having to clock out, the hospital also refused to pay overtime rates and insisted that any time after the second meal break was simply the beginning of a new shift. RNs spoke up and stood together until the hospital agreed to allow nurses to remain on the clock until their work is finished and pay any overtime owed.

"United we stand to make a difference. Now we can waive our extra 30-minute

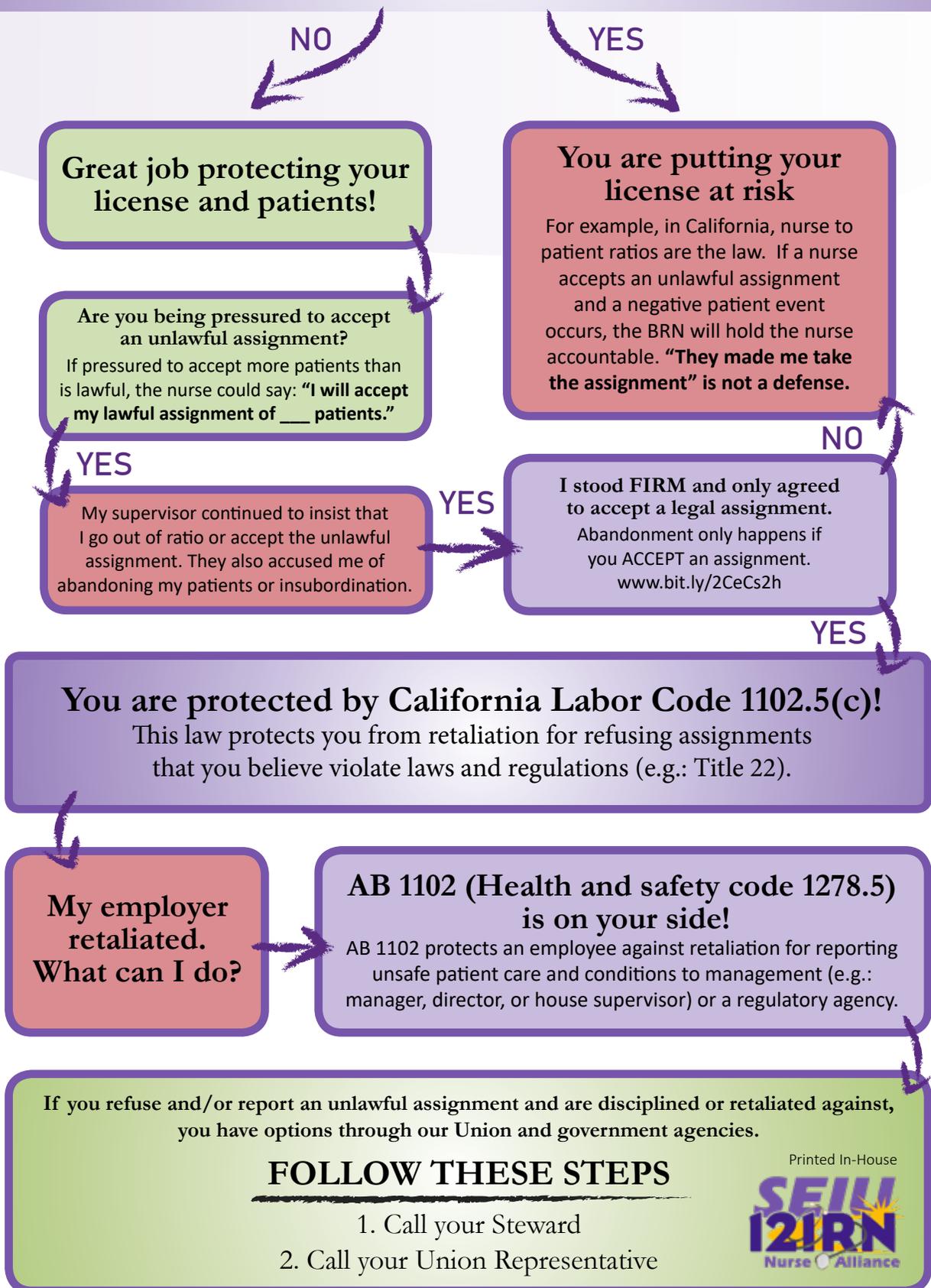


mandatory lunch, finish our work and go home to our loved ones."

MABEL BOCHKO, RN

Does your assignment violate the law?

The state of California sets minimum staffing requirements, called Title 22 regulations (www.bit.ly/Title22), that hospitals must follow when giving us an assignment. These regulations set a cap on how many patients we can legally accept. If we accept anything over that maximum assignment, we put our license at risk. All nurses can refuse to go out of ratio (see unit-by-unit ratios: www.bit.ly/Title22Ratios), except in the case of an emergency.



WE'LL CONTINUE TO STAND TOGETHER

...and win in 2018. Looking back on all that we accomplished in 2017, it's clear that we won because we stood together. We have a lot to accomplish this year, too...

We'll engage in
Nurse-Powered Politics.

We'll continue to work for better laws to protect patients and nurses. Working with State Senator Connie Leyva, we have introduced a new bill in Sacramento that will put some teeth into Title 22 regulations. California leads the nation in regulations protecting patients and Registered Nurses. But what good does it do if hospitals never get caught? SB 1288 will mandate **unannounced** inspections of hospitals with a special focus on adherence to California's nurse-to-patient ratios as regulated by Title 22. This bill will also increase the penalties assessed against repeat offender hospitals that continue to flout these regulations. No longer will hospitals be able to simply submit a "plan" when they are cited for staffing violations. Repeat offender hospitals will be subject to ever-increasing fines.

Stay tuned for opportunities to add your voice to our efforts to make sure SB 1288 gets signed into law!

- Watch for emails, texts and web posts urging you to call and write to legislators and the Governor
- Tell your story: www.bit.ly/SB1288-Story
- Be sure to contribute to our important **Nurse-Powered Politics** fund (COPE): www.bit.ly/NursePower
- Be sure to attend one of SEIU Local 121RN's Lobby & Media Trainings this year

Senator Connie M. Leyva at our rally last year decrying CDPH top administrators' lax enforcement of Title 22 regulations.



**UNITED
FOR QUALITY
PATIENT
CARE!**

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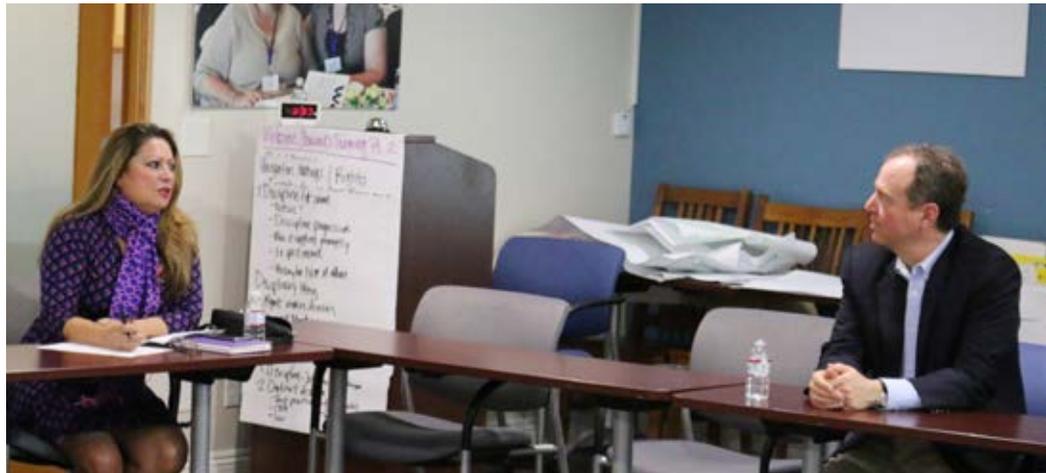
Also this year, we'll have opportunities to help elect candidates who understand that we need strong laws to make sure that the rapid changes to healthcare do not come at the cost of diminished care or threaten our licenses. Already, our **Nurse-Powered Politics** calendar is filled with opportunities to meet and interview candidates right from our own neighborhoods and decide if they're the right candidates for our official union endorsement. And then once we endorse, we'll have opportunities to speak directly with voters and let them know whom (*and why*) we've endorsed.



"I don't consider myself a political guy. I take care of patients. I make sure I provide the

best possible care on my shift. That's how I see myself. I've opened up, though, as I've gotten more involved in our Union. I was part of our fight to pass AB 1102 last year. I was one of the SEIU Local 121RN members who visited Assemblymember Ed Chau to get his support for the bill. I see how laws make a difference and how elected leaders pass laws. I've been to nearly every one of our Union's Town Hall meetings this past year where we talk to candidates and figure out if they will join our fight for patient safety. Again, that really didn't used to be my thing. But I see the value in this political activity more and more each time I go. And I remember what the politicians say. That's important, because it will be our job to hold them accountable."

CIELIMAR ZAMORA, RN



From top to bottom:
 SEIU Local 121RN members in Sacramento;
 SEIU Local 121RN Secretary-Treasurer
 Lorraine Myrick addressing U.S.
 Representative Adam Schiff at our
 union hall; SEIU Local 121RN members,
 including Union President Gayle Batiste,
 with Assemblymember Rob Bonta.

WE'LL CONTINUE TO STAND TOGETHER

We'll use our contract bargaining tables to negotiate improvements.

Our upcoming negotiations are opportunities to continually improve our jobs over time. This year, we will bring our unity and strength to the bargaining table at these hospitals:

1. Dignity Health Infusion Centers
2. Encino Medical Center
3. JFK Memorial Hospital
4. Kaiser Moreno Valley
(with national Bargaining Team)
5. Kindred South Bay
6. Pacifica of the Valley
7. Providence Saint Joseph Medical Center
8. Providence Tarzana Medical Center
9. Sierra Vista Rehabilitation Center
10. Southern California Hospital at Hollywood
11. Southern California Hospital at Van Nuys



"Our hospitals don't offer good jobs...we fight for good jobs at the bargaining table and **build good jobs** with our union contracts."



Not only that, our contracts *guarantee in writing* all the terms of our employment, including staffing levels, our pay, benefits, hours, seniority and working conditions. Our contracts mean hospitals can't change the rules or the terms of our employment."

LORRAINE MYRICK, PEDIATRIC RN AND
SECRETARY-TREASURER OF SEIU LOCAL 121RN

BECAUSE
WE STOOD
TOGETHER

“In our glorious fight for civil rights, we must guard against being fooled by false slogans, such as ‘right to work.’ It is a law to rob us of our civil rights and job rights. Its purpose is to destroy labor unions and the freedom of collective bargaining by which unions have improved wages and working conditions of everyone...Wherever these laws have been passed, wages are lower, job opportunities are fewer and there are no civil rights.”

MARTIN LUTHER KING, JR.

We will fight off attacks on working people.



Organizations with deceptively patriotic, pro-worker-sounding names like “*Freedom Foundation*” and “*National Right to Work Foundation*” continue their decades-long attacks on our right to be part of a strong union with the power to improve our working conditions, advocate for our patients and negotiate good wages and benefits for ourselves and our families.

This year, the U.S. Supreme Court will hear a case specifically designed to take away our strength in numbers: *Janus v. AFSCME*, bankrolled by the *National Right to Work Foundation* and the *Liberty Justice Center* (well-funded by the rich and powerful...basically, the “bosses” of this country). For forty years we’ve seen state legislatures and courts chip away at our **freedom** to join together in strong unions and negotiate the terms of our employment. This lawsuit against working people is just one more attempt to silence our voice on the job and make it harder for us to pool our resources and get ahead.

This expected anti-worker Supreme Court decision will be our chance to show that we won’t let anything stand in our way of sticking together for patient and nurse safety, good jobs and quality healthcare. Collective bargaining might not solve all the problems at our hospitals, but it’s the only real way that we can have any say in our jobs and the healthcare we provide. It’s a basic right and must be defended.

“I recently retired. Every day I feel overwhelmed at how lucky I was to be a part of a Union.



I currently live off a pension that we won in our Union contract. When combined with Social Security, I’m bringing in as much as I was when I was working. When we first formed our union with SEIU Local 121RN, I had been at the hospital for more than 20 years. There was so much inequity there that I was earning less than new hires. Our Union contract fixed that and established proper wage scales. And I also benefited from our contract’s ‘just cause’ language when I worked with a bullying supervisor. It’s been an amazing thing to be in a Union. You have no idea how important a Union is...until you need it. Working people need Unions. It’s that simple.”

**JUDY SCHAEFER, RETIRED RN
ST. JOHN’S REGIONAL MEDICAL CENTER**

Because we stood together... BY THE **NUMBERS**

During their contract campaign last year, the nurses at Riverside Community Hospital had some fun **SHOWING OFF THEIR UNION MUSCLES!**



\$79 **MILLION**
Projected increase in base salaries over the life of the six contracts we negotiated in 2017

97%
Full membership

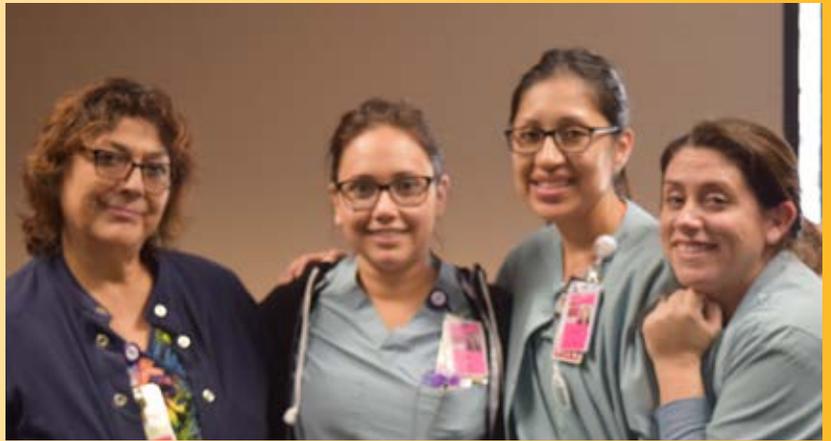
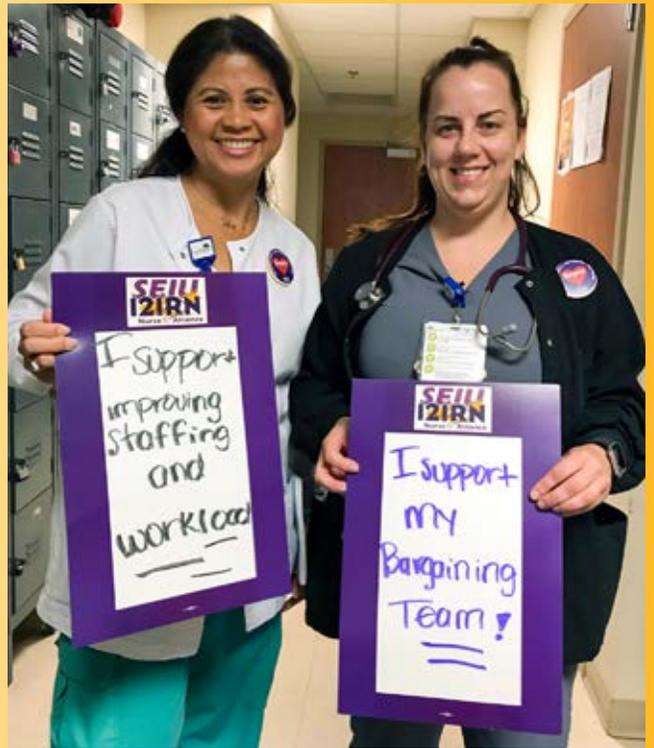


75%
Percent of California Legislature we lobbied for AB 1102

625
Stewards, Officers, Bargaining Team, CAT, "Nurse-Powered Politics" leaders

140
Attendance in our 2017 Steward Trainings







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Because we stood together...

*The RNs & healthcare professionals of SEIU Local 121RN
accomplished great things in 2017.*

*We're well on our way to doing
more great things in 2018.*

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