



UNION NURSE



NATIONAL NURSES ORGANIZING COMMITTEE-TEXAS • NATIONAL NURSES UNITED
JANUARY 2014

STATE MEETING OPENS NEW CAMPAIGNS

Action taken on: enforce staffing compliance, raise RN wages, end abuses of scheduling 'flexibility', continue to enforce just cause protections

Nurse leaders from Texas NNOC metro committees, all Texas organized facilities, and joined by two colleagues from NNOC-Florida, gathered in San Antonio on Martin Luther King Day.

After marching in the massive MLK parade, nurses met over two days to discuss and take action on several key issues.



Above: El Paso nurses discuss the issues;

Right: RN updates at Statewide meeting

Below: Texas RNs get reports from around the state



State delegates



RNs marching in MLK Day parade

More on the back >>>

- ✓ **MEMBERSHIP DRIVE** for the next three months. To carry out the program needed by RNs and patients, every nurse needs to join and participate.
- ✓ **100% COMPLIANCE ON STAFFING** by weekly rounding in all units to make sure the hospitals' matrices are posted and the right amount of nurses are at the bedside. If a unit is continually out-of-compliance, the matter will be brought to the PPC for corrective action.
- ✓ **END 'FLEXIBILITY' ABUSES.** Flex off, delay of start, on-call, call-in are all limited by union contract, enforced by Nurse Reps and by the Grievance Procedure. Too much 'flexibility' cuts RN pay, creates understaffing, and affects patient care.
- ✓ **INSIST ON JUST CAUSE PROTECTIONS.** Almost half of all written grievances in Texas are over unjust discipline or discharge of nurses by the Hospitals. The union aggressively enforces nurses' just cause rights; nurses need to know their rights and insist upon respect.
- ✓ **TEXAS RNs NEED A RAISE.** With the completion of two contracts in El Paso, the first round of bargaining has now ended in all of Texas. Up next, in 2015, are the HCA affiliated hospitals. Nurses voted their support to win a wage system, end the cap, and significantly raise pay at these hospitals.

TEXAS ROUND-UP

RN Response Network (RNRN)



RN David Abeles (right) interviewed by an Austin American Statesman reporter before leaving with RNRN for the Philippines. Said David, "there's nothing more special and moving for me than people being moved to act to help one another on the basis of human solidarity rather than financial benefit. The world would be a better place if it was based on mutual aid rather than profit."



Organizing panel at the AFL-CIO's Workers' Rights Conference in San Antonio. NNOC's Libby Devlin (2nd from left) was joined by panelists from the Texas teachers, transport workers, and taxi drivers association.

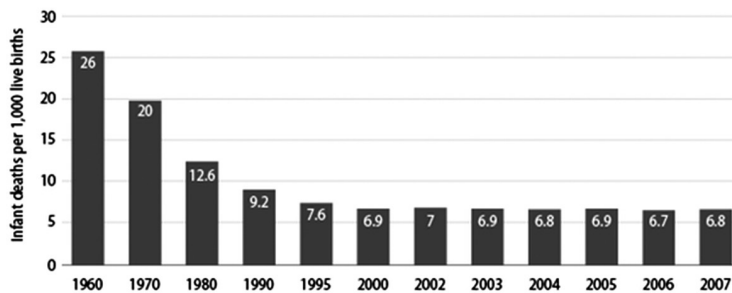
El Paso Tenet NR Training



Newly elected NRs and PPC from Sierra and Providence at their leadership training early this month

Medicaid associated with significantly decreased infant mortality rates

Infant deaths per 1,000 births, 1-year-old and younger, all races



Source: National Center for Health Statistics, Health, United States, 2010. With Special Feature on Death and Dying (U.S. Department of Health and Human Services, 2011), available at <http://www.cdc.gov/nchs/data/hus/hus10.pdf>.

Medicaid has helped significantly reduce infant mortality – please sign the NNOC petition for expanded Medicaid in Texas at www.change.org/petitions/expand-medicaid-in-texas



On the San Antonio Riverwalk after the state meeting



San Antonio workers rights roundtable held during the MLK weekend. NNOC-TX were joined in discussions with folks from the Southwest Workers Union, school workers, domestic workers, environmental justice groups and Fuerza Unida.

