



# UNION NURSE



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

FACILITY	GOAL	FEB	MAR	APR
Corpus Christi MC	25			
Valley Regional	11			
Del Sol MC	24			
Las Palmas MC	19			
Cypress Fairbanks MC	24			
Sierra MC	15			
Providence Memorial	26			
<b>TOTAL</b>	<b>144</b>			

## MEMBERSHIP DRIVE OPENS THIS MONTH Collective Bargaining Works for Nurses and Patients

The January NNOC-Texas state meeting called for a 3-month membership drive in all organized facilities. Each Leadership Council has set recruitment goals to be reached by May 1.

**JOIN THE NNOC**  
BE A PART  
OF THE SOLUTION

### ① COLLECTIVE BARGAINING IMPROVES STAFFING

Nurses using their Union Contracts have made significant improvements in RN-to-patient staffing. Matrices are posted in all Units, each matrix has been reviewed by the union PPC, and some have been improved. Our goal in 2014 is 100% compliance with proper matrices in all hospitals.

**See your Nurse Rep to read both the full report on how bargaining affects patient care and the special flyer.**

### ③ COLLECTIVE BARGAINING IS GOOD FOR THE COMMUNITY AND THE ECONOMY

Without collective bargaining wages stagnate, income inequality grows, pensions disappear, and our communities become economically and socially unstable. As we know from our colleagues at Christus, Children's, and CHS/HMA, nurses without a union have their wages and benefits cut at the will of their employer.

### ② COLLECTIVE BARGAINING WORKS THROUGH THE GRIEVANCE PROCEDURE

Nurses negotiate with management to resolve disputes, enforce contractual rights, and negotiate mutual agreements to improve conditions. Through persistence and preparation nurses win most of the grievances filed.

**See your Nurse Rep to read the Grievance Score Card and the Arbitration Score Card.**

### ④ COLLECTIVE BARGAINING GUARANTEES JUST CAUSE PROTECTIONS

Only through the Union Contract are individual rights to due process, innocent unless proven otherwise, fair notice and substantial proof, and equal treatment guaranteed to every nurse.

**Make sure you know the seven principles contained within Just Cause. See your Nurse Rep for the flyer 'What Just Cause Means to a Union Nurse'.**

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## NNOC-HCA Division Council Meeting



Nurse leaders from all 19 NNOC-organized HCA-affiliated facilities in 6 states met in Tampa this month. The National Council will meet again on May 8 to begin preparations for 2015 contract bargaining.

## Del Sol Staffing Mediation



The contract-created Staffing Committee at Del Sol MC met in special session to hear management's plan to increase patient load in the surgical bariatric unit. Union Nurses voted against the proposal, and exercise their contractual right to call for a Federal Mediator to try to resolve dispute. The Hospital agreed not to implement their proposal until the mediation is held.

Union RNs on the staffing committee, L to R: Audrina Bovan, Maria Navarro, Ariana Hernandez and Sabrina Goerner.

