



UNION NURSE



NATIONAL NURSES ORGANIZING COMMITTEE-TEXAS • NATIONAL NURSES UNITED

MAY 2013

NNOC-TEXAS SETS COURSE FOR NEW UNION CONTRACTS AND RN LEGISLATION

At our semi-annual state meeting, held at the Operating Engineers Union Hall in El Paso, nurse leaders from around the state decided on several courses of action:

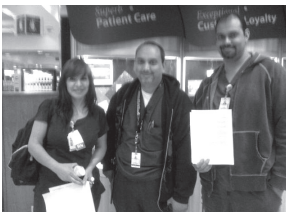
- Coordinated, aggressive bargaining with Texas Tenet facilities based on the newly ratified first contracts won in South Florida;
- Increased RN pressure to enact lift (safe patient handling) and RN-to-patient ratio legislation, both currently pending in Texas legislature;
- Prepare a full review of staffing proposals and improvements at HCA-affiliated and Tenet facilities, for a public report later this year.



LEFT: The state meeting in session, co-chaired by RNs Kathy Gossett (Corpus Christi MC), Lucia Adams (Las Palmas MC), Gwen Agbatekwe (Austin Metro), and the Southern Regional Director. **MIDDLE:** RNs from each facility reported on their union's work. **RIGHT:** The entire delegation.

NNOC CONTRACTS WORK

\$32,000 Milage Benefit Won in Grievance Procedure



LEFT: When Las Palmas management announced an end to paying mileage, the union filed a group grievance and negotiated a remedy: the mileage program will be reinstated for a year and the three nurses involved will receive total mileage likely to exceed \$32,000. Pictured here are two of the nurses who filed the grievance—Sandra Franco (left) and Dominic Cardon (right)—with Nurse Rep Juan Anchondo. Bill Morlan, the third grievant, is not pictured.

NNOC Claims New Short-Term Disability Plan Decreases Benefits for Some Nurses



LEFT: NRs at Corpus Christi MC ready to file their grievance to protect benefits, signed by over 100 nurses. From left: Debra White, Charlotte Krause, Fred Flores, Kim Baker, Rhett Laza, and Cindy Frazier.

Collective Bargaining is Worth Bragging About



LEFT: RNs from HCA-affiliated hospitals show off their union contracts after comparing notes on how the contracts have helped them improve staffing.

DO NOT POST—THE UNION NURSE IS FOR RN DISTRIBUTION

Please see the other side for a round up of Texas photos and more news »»

« continued from front

NNOC TEXAS IN THE COMMUNITY



At the state meeting, RN Political Actions Panel reports on some of the action shown in these photos and made plans for more.



RNs first in solidarity: RN Helen Robert (Sierra MC) at the AFGF rally against job cuts at the Ft. Bliss Army Hospital in El Paso.



Nuns on the Bus meet RNs on the street: RN Kelly Miller (Austin Metro) with Sister Campbell in San Antonio.



Joint El Paso Delegation met on federal RN staffing ratio and Robin Hood Tax bills with Congressman O'Rourke's chief of staff. Participating were RNs Tim Besco and Minnie Oughton-Gonzalez (Providence), Sylvia Searfoss and Bernadette Clayton (Sierra) and Audrina Bovan (Del Sol).



Texas nurses with Florida RNs at two big marches and rallies in DC—for ratio legislation and for the Robin Hood Tax.

A meeting was also held with State Rep Naomi Gonzalez, our lift bill sponsor, attended by Providence RN leaders Matt George, Debbie Cook, Gloria Barrientos and Tim Besco.

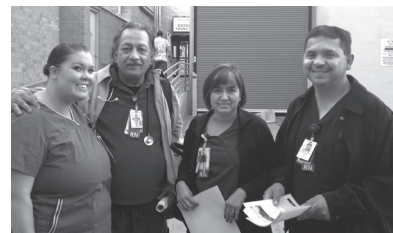
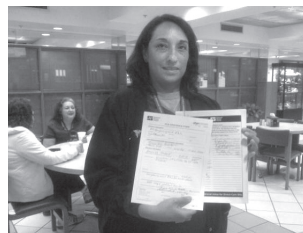
MAKING A KILLING, TEXAS-STYLE

The recent bombing in Boston that killed three people was justifiably branded "terrorism." If convicted, the 19-year-old suspect could face the death penalty under federal law. In the same week, an explosion at a West, Texas fertilizer plant killed 14 people, including 11 firefighters. Though the West Chemical and Fertilizer Company hadn't had a safety inspection since 1985 and had lied to the Environmental Protection Agency about explosives on the property, it will likely and literally get away with murder.

NNOC TEXAS IN THE HOSPITALS



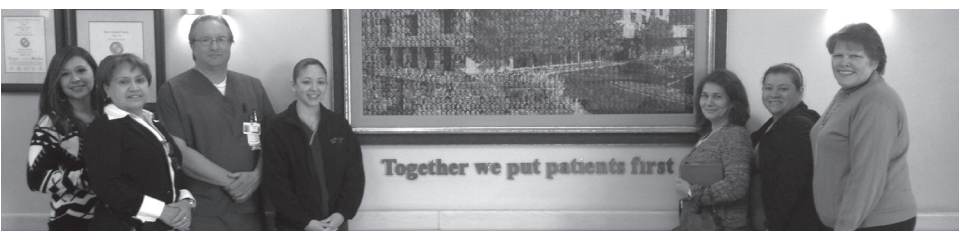
Group grievances continue to be filed across Texas, calling on hospitals to "negotiate not dictate" short-term illness benefits. Del Sol MC nurses (above, left) gather signatures for their grievance while Las Palmas MC Nurse Rep Enriqueta Triana (above, second from left) prepares to present a grievance signed by nurses from ten different units.



NNOC members Jose Lopez (3 West), Ashley Kolp (ACE), Alma Campos (L&D) and Anthony Martinez (ACE) pass out flyers reporting on bargaining at Providence Memorial.



RNs Vanessa Perez, Ana Fuller, and Ann James pass out a flyers at Las Palmas MC announcing settlement of a call-back pay grievance.



In a fit of pettiness, Sierra CNO refused to meet with nurses "as NNOC" but only as individuals. Here Nurse Reps Carlos Soriano, Omar Hernandez, Bernadette Clayton, and Monica Martell, masquerading as individual nurses, wait to deliver a letter to her in which Tenet recognizes NNOC nurse reps.