

Council Alert



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**MERITER'S
NURSES
COUNCIL
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More money in your paycheck

By

Mary Malaney

Have you noticed that your last few paychecks are bigger? As of March 14, our paychecks are 4 percent larger due to the wage increase we negotiated in 2007! Also in March, the remainder of the seniority steps went into effect so you also get a seniority raise every year from your first service anniversary thru your 30th. Both of these gains were negotiated during our wage re-opener of the contract in 2007.

In the fall of this year we will be having elections of staff nurses to the bargaining team to negotiate our next contract in February of 2009. All language and wages will be open to negotiation. Any nurse has the opportunity to participate in this important process by running for election to the bargaining team. Start thinking about participating in bargaining next year. We are the union, and we negotiate the contract, with help from our staff representative. If you have any questions about participating in bargaining you can contact Mary Malaney [4 East] Nurses Council Chair.

Our advice is:

Whatever you do, DON'T SIGN ANYTHING!!

For the reasons why, please read on.....next column

The California Nurses Association, aka National Nurse Organizing Committee, is raiding SEIU nurse contracts around the United States. Instead of concentrating on organizing all the non-Union nurses in the U.S., CNA/NNOC is raiding existing SEIU contracts. Now why do you suppose a union would do this? We don't know for sure. We do know that CNA has been maneuvering to get the SEIU nurses in California for a long time as well as other union nurses belonging to the United American Nurses Association. Their efforts have not been successful in California. So it seems CNA/NNOC has decided to go outside the state of California to raid other states.

Just in the last two months, CNA/NNOC has started raiding our SEIU nurses in Nevada and started a "Vote No Union" campaign in Ohio where SEIU was organizing several Ohio hospitals. This is the first time that any labor union has ever run a "Vote No Union" campaign in an organizing election. Just how does any self-respecting Union do such a thing? We don't know how the leadership of CNA/NNOC has become so misguided. Unfortunately, CNA/NNOC is using deceptive tactics to gather the signatures needed for their raiding. Unfortunately CNA/NNOC is using deceptive tactics to gather the signatures needed for their raiding. They have used the following:

- 1) Posed as pizza delivery people on the pm/noc shifts to gain access to a hospital so they can have employees sign their authorization cards (they will not tell you what you are signing)
- 2) Mailed flyers to nurses homes with a tear off that it the nurse signs authorizes CNA/NNOC to represent you for bargaining purposes which means changing unions (the flyer /mailing does not tell you honestly what it means)
- 3) Posed as SEIU representatives and asked members to sign in support of SEIU, when actually what you are doing is signing an authorization card to change to CNA/NNOC.
- 4) Accused our union of various acts of wrongdoing with no facts to back up their claims.

In Solidarity,
Meriter's Nurses Council

Please notify the Nurse's Council of any mailings or any type of communication made by CNA/NNOC

Mary Malaney PM 4E 417-6323

4E, New start & Mobile Unit

Barbara Boehm D/PM 6N 417-6186

6N & Perinatal

Kathy Farwell D 3E 417-6427

1E, 2E Endo, 3E & 6E

Lee Ellen Jordan D 10T 417-4840

11T, IMC, & 10T

Bill Schmitz D/NOC ICU 417-6425

ICU & 7T

Allison Sorg PM 4/5N

4/5N, Perinatal Pool

Marian Stokes D/NOC 6N 417-6425

C & A psych, 7N, NICU

Rebecca Wolfe D/PM

Emergency, 9T & 6T

Julie Zugenbuehler D/PM PACU 417-6224

PACU, OR

No Meal break Survey by Mary Malaney

We are trying to determine what and where the problems are concerning 'no meal break' issues. Please complete the following survey if this is an issue for you. It is important to include your unit and shift on the survey, your name is optional. You can return this survey either to Mary Malaney 4 East, or by e-mail to our staff representative Becky Anderson beckya@1199wup.org. Please return the survey by June 6. A meal break is defined as 30 uninterrupted minutes when you are relieved of patient care duties and able to leave the unit. So if you are asked questions about your patients or because of staffing cannot leave the unit, that qualifies as no meal break and you should put 'no lunch or no meal' on your timecard. Meriter has agreed in the contract to pay staff for 'no lunch/meal break' but we have reason to believe no meal may be being denied and/or staff are being harassed by managers when putting this on their timecards.

Name _____ Unit _____ Shift[s] _____

_____ I have not gotten paid for it when I put 'no meal/lunch' on my timecard.

_____ I have not gotten paid for it, and I have been harassed by my NM or ANM when I put no 'meal/lunch' on my timecard.

_____ I have gotten paid for it, but have been harassed when I put no 'meal/lunch' on my timecard.

_____ I have gotten paid for it, without any problems.