



UNOCH

United Nurses of Children's Hospital

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TECHNICAL DIVISION CONTRACT RATIFIED

Thursday, September 9, 2010 a majority of UNOCH Technical Division members voted to ratify the 2010 - 2013 UNOCH/ RCHSD Collective Bargaining Agreement (CBA). The terms and conditions of the new CBA are retroactive to the first full pay period in July.

Despite mandatory meetings, threats, and misinformation, The record voter turnout at the ratification meetings illustrated the level of interest and involvement that our UNOCH members have in their labor organization.

The September 9, 2010 ratification follows the initial vote which took place on Tuesday July 20, 2010. That vote marked the first time the members of UNOCH have rejected a contract. At the same time UNOCH members rejected the first proposed agreement, they approved a UNOCH dues increase, again showing their overwhelming support of their labor organization.

During this time RCHSD held mandatory meetings with staff. Their main cause was to sell the virtues of "Option B," a plan that would have been nice for some, but certainly not fair for all. The biggest obstacle being the erosion of the wage grid.

UNOCH is aware that RCHSD does not agree. But the formation of our labor organization stems from unequal treatment of employees, disregard for senior staff, and misleading promises from administration.

The contract ratification follows long and arduous negotiations which started in March. UNOCH has never encountered the antagonistic behavior that the RCHSD negotiating team exhibited during this time. RCHSD has sent a clear message that their new administrative regime has no interest in preserving the collaborative relationship that UNOCH and RCHSD once had.

UNOCH's goal has always been, and continues to be, a fair collective bargaining agreement that recognizes the importance of our members of the Technical Division of UNOCH. So after the first proposed contract was rejected we went back to the bargaining table and started negotiating salary issues again.

UNOCH fought long and hard for the fair and equal treatment of the Technical Division members.

Believe us when we say that we will do the same for the RN unit when we negotiate their contract.

It's time to take UNOCH seriously.

UNOCH working for you



HOW TO CONTACT UNOCH/ UNOCH WEBSITE/ MEMBER'S ONLY SECTION



We realize that with the recent round of negotiations and the need for information, that many UNOCH members are still not aware of how to reach UNOCH. Here are some tips on the fastest way to get reliable information.

◆ TO SEND UNOCH AN E MAIL: **unoch@hotmailcom**

This is the best way to get hold of UNOCH. We check our e-mail twice a day. We love our computer!

◆ TO CALL UNOCH: **(619) 697-5099**

This is a great way to reach UNOCH **IF** we are in the office. But remember, every UNOCH officer and Rep works in the hospital- **many full time**. Our Executive Director is in the office an average of three days a week- but even she works in the hospital. If we do not answer, leave a message- but please speak SLOWLY. Everyday we are unable to return a message because we can not understand who called.

◆ UNOCH WEBSITE:

UNOCH heard complaints that there was not enough information disseminated during Technical Division negotiations. We have taken that to heart and strive to improve. **HOWEVER-** during the last four weeks of negotiations the UNOCH website was updated **ELEVEN** times. Each time we updated the website we sent an E-blast out. We now have about 800 e-mail addresses- BUT WE HAVE 1,450 members! So send us your e-mail address and we will add you to the list! *Please do not send us an RCHSD address – we will not send E Blasts via the hospital server.*

TO REGISTER FOR MEMBERS' ONLY YOU MUST FOLLOW THE INSTRUCTIONS IN THE NEXT COLUMN. E-BLASTS AND MEMBERS' ONLY ARE SEPERATE!

R E G I S T R A T I O N I N S T R U C T I O N S

“Members’ Only”

This section is a secure section for UNOCH members. You must register to view the contracts and wage grids.

- Log on to the UNOCH website www.unoch.com
- Click on “Members Only” in the upper right hand corner of the page
- Click on “Register”
- Fill out the short form- name, email address, etc
- Company is: UNOCH
- The URL is unoch.com

You will then receive an e-mail with a verification code (it can take up to 2 hours to arrive).

Once you have the code, you can login with the name and password that you designated on the registration form.

It just takes a minute and you will be able to log in quickly and receive important

UNOCH must have an e-mail address on file for you.

We cannot accept “RCHSD.org” e-mail addresses

If you have registered with a RCHSD e-mail address, we have deleted it!

Please register again with a personal e-mail. It is important to NOT have our communications routed via the RCHSD server.

WELCOME PALOMAR NURSES!



UNOCH welcomed fifty-one Pediatric and Neonatal RN's to our organization in August.

RCHSD has contracted with Palomar Pomerado Health to operate the Neonatal and Pediatric services at Palomar Medical Center in Escondido. RCHSD will be responsible for twelve NICU and seventeen pediatric beds. These beds will be referred to as Rady's at Palomar Medical Center.

All of the nurses in both areas will be UNOCH members. UNOCH has already sent orientation packets to our new Palomar nurses and will be sending Lana O'Quinn, RN, UNOCH Director of the RN Division, and Kelly Dillard, RN, Membership Coordinator to visit "Welcome Wagon" style with logo wear, work bags, and other goodies.

Once again, Welcome- we are so happy that you are a part of UNOCH!

If you are a RCHSD RN who lives a reasonable distance from Palomar and are willing to float to either unit, please let your supervisor know! Several NICU nurses have already floated to Palomar and have had positive experiences.

Floating to Palomar is voluntary.

Policy Arbitration

On August 16, 2010 UNOCH and RCHSD went to Arbitration for the Influenza, Sick Leave, and Attendance policies. Both sides presented their cases to the Arbitrator and questioned witnesses.

The attorneys submitted their legal briefs on September 2, 2010.

The main issue is whether or not, under the terms of the current contract, RCHSD can impose rules without first negotiating with UNOCH.

If the Arbitrator rules that current contract language allows RCHSD to unilaterally implement policy changes without negotiating with UNOCH, we would go back to arbitration to have the Arbitrator determine whether or not the discipline imposed was with good cause. UNOCH would also have to ensure that the same language does not appear in subsequent contracts.

If the Arbitrator rules that RCHSD must negotiate with UNOCH before implementing these policies, RCHSD would need to meet with UNOCH and come to a mutual agreement before changes can be implemented.

The Arbitrator is a neutral party selected by both UNOCH and RCHSD. His expertise is in resolving labor disputes. A decision from an Arbitrator can take months to receive, but due to the approach of flu season the Arbitrator indicated that he would place a priority on this case.

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Know Your Hospital Administrators

A section devoted to introducing the Administration of RCHSD

The purpose of this section is to introduce our members to the RCHSD Administration, many of whom most UNOCH members have never met.

Mamoon Syed, Vice President of Human Resources.

ext. 6757

Salary: *not listed on the 2009 tax returns as he has been at RCHSD less than a year.*

Education University of Minnesota - Carlson School of Management

Past: Director, Human Resources, Manager, Organizational Development and Education and Employee Benefits at [Mercy Health System](#).

Average raise at that facility, under Mr. Syed's direction, was 2%/ year.



Mr. Syed is fairly new to RCHSD, having been hired in November, 2009. His office is located in the administrative offices in the Frost street (red brick) building east of the gift shop and information desk. Mr. Syed was seen briefly at the mandatory forums that Technical Division employees were obligated to attend, although he did not speak.