



# UC NURSE ALERT

University of California RNs • NPs • CRNAs • Student Health Centers

## UC NURSES RALLY ACROSS THE STATE AHEAD OF SUMMER BARGAINING



With a **strong** show of unity and solidarity, thousands of **UC nurses** rallied across **California** earlier this summer, demonstrating that **25,000 nurses** throughout the **UC system** are ready to fight for a **strong 2025 contract**. UC nurses are committed to standing up for **safe staffing**, **stronger workplace protections**, **fair wage increases**, **preservation of benefits**, and other **critical improvements**.

### The Next Steps in Winning a Strong Contract are Simple:

- Sign the **bargaining platform petition** (include QR Code)
- Join an **action on August 6th** at your local **UC facility** as a show of **power and solidarity** on our first day at the bargaining table.



For more information or to get involved in the bargaining campaign, please contact your nurse or labor representative, or email [ucdivision@calnurses.org](mailto:ucdivision@calnurses.org)





# UC NURSE ALERT

## UC SAN FRANCISCO



On **Wednesday, June 25**, UCSF laid off approximately **200 essential healthcare workers**. CNA has been contacted directly by at least **19 nurses** who have received layoff notices. In violation of our **union contract** and without any **advance notice**, CNA first learned of UCSF's action when **Nurse Rep leaders** were contacted by two CNA members who received notice of an **imminent layoff**. As the day continued, it became clear that the rollout by UCSF was **poorly planned** and **disorganized**. CNA was notified of one example in an **ICU unit** where a **laid-off nurse** was told to head home immediately and had to be relieved while providing **acute patient care**.



UCSF's conduct throughout this entire process has been **abhorrent**. On **Tuesday, June 24** (one day before the layoff notice), management representatives spent nearly **2 hours** with dozens of Nurse Rep leaders discussing ongoing workplace issues, yet never mentioned that **mass layoffs** were imminent. In addition to violating **advance notice requirements** to CNA in the union contract, the UC also violated the contract by failing to provide CNA with the full list of names and **seniority dates** of affected nurses. Taken altogether, UCSF's actions clearly show **zero regard** for upholding their contractual obligations and illustrate that nurses and other essential healthcare workers are viewed as **expendable** despite nurses' unwavering commitment to **high-standard patient care** and the desperate need for **safer staffing levels**.

Nurse Reps and Labor Reps sprang into action immediately upon learning of the **imminent layoffs** and are holding UCSF accountable for their contractual obligations. As part of ongoing efforts, CNA has submitted a **cease and desist letter** over contract violations committed by the UC, as well as a request for information to determine the **actual number** of CNA nurses affected. Additionally, Nurse Rep leaders across the board continue checking in with their colleagues and organizing. In a striking show of **solidarity**, on **Friday, June 27**, approximately **100 CNA members** joined alongside our union brothers, sisters, and community in a rally to protest UCSF's actions. Please save the date for a **day of action** on our first day of **contract negotiations**, **Wednesday, August 6th** (details TBD).

As part of our collective efforts, it is important now more than ever that every nurse take action, both on the job and through **collective organizing**. If you have been impacted by the layoff notice, please contact your Nurse Rep or any Labor Rep (below) so we can provide you with our **internal layoff tracker** – this is to ensure CNA can compare the pending information response from UCSF and continue enforcing all **contractual requirements**. Please fill out **ADOs** and contact your Nurse Rep or Labor Rep with any additional information regarding **unsafe staffing** and **patient care challenges**.

## UCSF NURSES WELCOME BENIOFF CHILDREN'S HOSPITAL OF OAKLAND MEMBERS

Earlier this month, over **800 nurses** working at **Children's Hospital of Oakland (CHO)** formally transitioned into the **UC collective bargaining agreement**, boosting our **UCSF membership** to just under **6,000 nurses**. CHO nurses bring with them an established record of **militant, creative, and consistent union activism**, and CNA nurse leaders at UCSF look forward to building **close working relationships** with our colleagues from across the **Bay**. Questions around the transition and our contract can be directed to **CNA labor representative Matthew Torres** at [mtorres@calnurses.org](mailto:mtorres@calnurses.org)



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## UC DAVIS



### PER DIEM NURSES ARE NOT DISPOSABLE

In recent months, **UC Davis** has significantly increased its workforce of **Per Diem Nurses**. These nurses play a **vital role** in hospital operations, covering **unexpected leaves, vacations, and holidays**. Many of them work over **1,000 hours annually**—qualifying them for just cause protections under our **Collective Bargaining Agreement**.

**Cecilia Mercer**, a Per Diem Nurse at the **Surgery Center**, was unjustly removed from her position. However, because our contract provides additional protections for Per Diem nurses who meet the **1,000-hour threshold**, our union took action. Through persistent advocacy, we successfully fought for Cecilia's rights, and she will now be **returning to her position**.

*"Despite being a per diem nurse, I was entitled to **just cause protection** under the collective agreement. The unjust termination was a violation of those rights—but thanks to the strength and advocacy of my union, I will be returning to work with my **dignity intact** and my **union rights**. This could not have been possible without the strength of my union," said **Cecilia Mercer**.*

This outcome is a **powerful reminder**: Per Diem nurses are **essential members** of our workforce and deserve the same protections as their peers. We must continue to **stand together, support one another**, and defend the rights of all nurses—**permanent or per diem**—through the **strength of the union** and our **collective power**.

### OPERATING ROOM NURSES CONTINUE TO FIGHT BACK FOR SAFE STAFFING



The **Operating Room (OR)** nurses, along with other nurses who take call, have joined forces around the issue of **call pay**. While nurses recognize the importance of call and being available in the event of unforeseen situations, we are demanding a **safer way to structure call** and for management to stop using call as a replacement for **core staffing**.

Over the past few years, we have seen call hours in procedural areas **increase significantly**. Management uses call as a way to **supplement staffing** rather than hire core shifts. The OR nurses have had increases in our call schedules over several years that now result in over **37 hours of mandatory call** every six weeks.

On **July 9**, our nurses delivered the **50% Call Pay Petition** and requested a meeting with CNE **Wendy Willson** within two weeks to discuss the demands of the **50% Call Pay Petition**. This has been a campaign that started with the Main OR and has grown to **Cath Lab, Interventional Radiology, Transport, Children's Surgery, and GI/Endoscopy**. **90% of the nurses** in all the departments signed the petition, and we are actively planning the next step in our fight.



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UC IRVINE



## VICTORY FOR SAFE STAFFING:

### 30 NEW FLOAT POOL NURSES COMING TO SUPPORT HOSPITAL UNITS

After persistent **advocacy** and **pressure** from nurses across the hospital, we are proud to announce a hard-fought **win**: **30 additional Float Pool nurse positions** are being added to support staffing throughout the facility. This is a major **victory** for **patient care** and for every nurse who spoke up, filed **ADOs**, attended meetings, and demanded that management take action to address **unsafe staffing**. For too long, units have been stretched **thin**, with nurses being asked to do more with less, sacrificing **breaks**, delaying **charting**, and constantly being pulled in multiple directions. These new **Float Pool positions** will help ease that burden and ensure better **coverage** across departments.

**Float Pool nurses** are critical in helping maintain safe staffing levels by filling **gaps** in real-time. With more nurses ready to deploy to units in need, this **expansion** means less **burnout**, fewer **unsafe assignments**, and more timely **patient care**.

This victory didn't happen by **accident**; it's the result of ongoing **organizing** and **collective action**. Nurses demanded a solution, and together, they made their voices impossible to ignore. As the nurse representative from Float Pool, **Julie Vu**, said, "This is what **power** looks like when we fight as one." Nurses know the work isn't over, but let this be a reminder that when nurses stand together, **we win**. Let's keep pushing for the staffing, support, and **respect** nurses deserve.

## 84 CLIN 2 NURSES WILL BE PROMOTED TO CLIN 4 – CHARGE NURSES AT UCI – FOUNTAIN VALLEY!

In a major **victory** for **patient care** and **professional nursing standards**, nurses at **UCI – Fountain Valley** have successfully secured the formal establishment of **Clin 4 – Charge Nurse** positions following months of determined **advocacy**. The announcement marks a pivotal step toward improving **leadership structure**, ensuring safer staffing, and enhancing **patient outcomes** throughout the facility.

The **win** came after a sustained effort by nurses who argued that the absence of clear, dedicated **Charge Nurse** roles was compromising both **efficiency** and **safety** on hospital units and for patients. Nurse representatives from the **union leadership** began inquiring about why there weren't Charge Nurses. Charge Nurses are frontline leaders who coordinate **workflow**, support bedside nurses, and serve as critical **communication** links between staff and administration. **UCI – Fountain Valley** had technicians in those roles. As soon as we began speaking up and standing together, the positions were created.

**UCI – Fountain Valley** did not have a single Charge Nurse (Clin 4) since the purchase back in **March 2024**. For over a year, the lack of dedicated Charge Nurse roles had left **leadership duties** distributed unevenly among staff, often with little training, recognition, and minimal compensation. **UCI – Fountain Valley** will now have **84 nurses** stepping into the role of Clin 4!

The move is expected to improve not only **nurse retention** and **morale** but also **operational performance**. This shows the power of **collective action**. When nurses speak up united and organized, **we get results**.



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## UC SAN DIEGO



## WHEN STAFFING CUTS ENDANGER LIVES: UCSD NURSES SPEAK OUT

Nurses are calling on UC San Diego Health to immediately reinstate more than **230 healthcare employees**, including **22 registered nurses** who were abruptly laid off on Monday, June 23rd. The unexpected layoffs have caused widespread disruption across the health system, intensifying existing staffing shortages and raising serious concerns about patient safety and quality of care.

*"These layoffs are not only devastating for the workers affected, but they also place immense strain on those who remain. We are already stretched thin, and the removal of so many experienced professionals puts patients at greater risk,"* said **Kristabel Ramos, RN**, and Nurse Representative at UCSD La Jolla.

Nurses, **UPTE**, and **AFSCME 3299** members are urging UCSD leadership to reconsider the decision and prioritize both patient care and staff well-being in their operational strategies. The layoffs come despite UCSD Health reporting over **\$340 million** in profits last year and investing nearly **\$500 million** in hospital acquisitions and expansions since 2023. Nurses say the decision to cut frontline staff undermines the quality of care and disrespects the essential contributions of nurses and support teams.



Cutting jobs while expanding facilities and reporting record profits sends a troubling message. These decisions are jeopardizing patient care and the very people who make our hospitals run. The impact has been particularly acute at the **Moore's Cancer Center** and across oncology services, where nurses report immediate consequences from the short staffing. The layoffs included critical **Nurse Educators** and **Nurse Navigator** roles vital to guiding patient care. This comes just weeks before the scheduled opening of the new **McGrath Outpatient Surgical Center**.

*"These decisions raise serious questions about the institution's priorities and long-term commitment to safe, high-quality care,"* said **Michael Kennedy**, La Jolla Chief Nurse Rep.



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UC LOS ANGELES



## CRNAs STOP MANAGEMENT'S UNILATERAL CHANGES ON MLK FLOATING

**Certified Registered Nurse Anesthetists** stopped **Management** from unilaterally enforcing a new scheduling requirement when floating to **MLK Hospital**. **CRNAs** organized and collectively kept the pressure on **Management** through a powerful combination of **emails** and speaking up at **staff meetings** as a **cease-and-desist letter** was simultaneously filed with **Labor Relations**.

### PARKSIDE CLINIC NURSES FIGHT BACK & WIN – A PHARMACIST!



**UCLA Management** has unsuccessfully attempted to get away with shifting **pharmacist duties** to the **Parkside Clinic** nurses. Utilizing nurses as pharmacists not only jeopardizes **patient safety** but puts **nursing licenses** in danger, so the nurses united to organize and fight back against **Management's** irresponsible decision. Three weeks into pressuring **Management** to do the right thing, **Management** caved and announced the decision to use an actual **pharmacist** in the **pharmacy**!

### UCLA NURSES STAND IN SOLIDARITY WITH IMMIGRANTS

On **Friday, June 27**, an action was held in front of **UCLA Westwood** in response to the presence of **ICE agents** in the **Emergency Department** on **June 24**. All **UC unions**, **student activist groups**, and **immigrant rights community organizations** were present. **CNA nurse leaders** joined and spoke on the union's demands to **UCLA** to keep **UCLA patients, staff, and students** safe from **ICE agents** entering our medical centers. Nurses will continue to remain vigilant and focused on how to best protect our **patients and communities**.



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## CNA UC Division Statewide Committees:

- Student Health
- Advanced Practice
- Health & Safety
- Medicare for All
- Diversity, Equity & Inclusion
- Environmental Justice

**Statewide committees meet regularly in a virtual format. For more information on how to get involved, please contact your CNA labor representative or nurse representative.**

