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#71

Economic & General Welfare

AGENDA #14

THE NEW YORK STATE NURSES ASSOCIATION ECONOMIC AND GENERAL WELFARE PROGRAM HIGHLIGHTS

March 30-31, 1989

I. REPRESENTATION

The Association was unsuccessful in its efforts to represent the registered nurses of Long Beach Hospital. Objections to the election, held March 15th, have been filed.

II. NLRB/COURT PROCEEDINGS

A challenge of the Association's agency shop fee procedures has been made to the NLRB. The regional board has referred the complaint to the Washington NLRB, and a decision is pending.

III. OTHER

The level of contract negotiations continues to be extremely high, along with related informational picketing and other supportive activity.

Martha L. Orr

Martha L. Orr MN, RN
Executive Director

Filed notes of election - CB

AGENDA #13

THE NEW YORK STATE NURSES ASSOCIATION ECONOMIC AND GENERAL WELFARE PROGRAM HIGHLIGHTS September 15-16, 1988

I. REPRESENTATION

The Association participated in a representation election for an all-professional unit at Brookhaven Hospital (Long Island). The election was won by New York State United Teachers (NYSUT).

NYSNA has been certified as the representative of the registered nurses at Syosset Community Hospital. Objections of Local 144 to the Association's November, 1987 election were dismissed by the NLRB.

The Association's petition to represent the 13 nurses of Franklin County was withdrawn following a pre-hearing conference of PERB on the issue of removing those nurses from an existing wall-to-wall unit (represented by Teamsters).

A petition to represent the professional nurses of Syracuse University Health Center is awaiting review by the full NLRB in Washington. A regional board decided that an all professional, University-wide unit would be appropriate.

Decertification petitions have been filed for NYSNA units at the Buffalo Veterans Administration Hospital (by SEIU) and at Columbia Presbyterian Hospital (by NYSUT). Hearings have been scheduled by the FLRA on October 25 (Buffalo VA) and by the NLRB on September 16 (Columbia-Presbyterian).

NYSNA has filed a petition to represent the professional nurses of Oneida Hospital. The hearing date has not yet been set.

II. NLRB/COURT PROCEEDINGS

The NLRB continues its hearing on the Association's petition to conduct a representation election at Long Beach Hospital. At issue is the Northshore Decision re NYSNA's status as a labor organization.

Highland Hospital (St. Francis) has appealed the NLRB decision confirming NYSNA's status as a labor organization to the II Circuit Court of Appeals. Briefs have been submitted. No hearing dates have been set as yet.

Martha L. Orr, MN, RN
Executive Director

MLO/ker

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Economic + General
Welfare

AGENDA #12

THE NEW YORK STATE NURSES ASSOCIATION
ECONOMIC AND GENERAL WELFARE PROGRAM HIGHLIGHTS
May 18-19, 1988

I. REPRESENTATION

The Association has been certified as the elected representative of the approximately 230 nurses of St. Charles Hospital (Port Jefferson).

The NLRB has still not ruled on a pending election in an all professional unit at Brookhaven Hospital (Long Island).

The Association has filed a petition to represent the 13 professional nurses employed by Franklin County.

Local 144 appealed the decision of the regional NLRB upholding the Association's election as the representative of the Registered Nurses at Syosset Hospital. The decision is pending.

II. NLRB PROCEEDINGS

The NLRB continues its hearing on the Association's petition to conduct a representation election at Long Beach Hospital.

NYSNA has been notified of the NLRB decision in the pending case at Highland Hospital (now called St. Francis Hospital), Beacon, NY. The Board determined that the Association is a bonafide labor organization and that the conduct of the Association's Economic and General Welfare Program is completely insulated from the actual or potential influence of statutory supervisors.

III. DELEGATE ASSEMBLY

The first meeting of the elected Delegate Assembly was held May 10-11, 1988. Attendance and participation were excellent. The program was awarded 7.2 contact hours of credit as continuing education.

IV. OTHER

Nurses at Vassar Brothers Hospital have filed a notice of intent to strike on May 18, 1988. Nurses employed at Central General Hospital engaged in a strike which lasted just one day before a settlement was reached.

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Nurses of the Health and Hospitals Corporation, City of New York, have scheduled a rally on May 18, 1988, in support of their continued efforts to secure a new contract. Informational picketing has been held at several HHC facilities over the past two months.

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ECONOMIC & GENERAL WELFARE

AGENDA #13

THE NEW YORK STATE NURSES ASSOCIATION ECONOMIC AND GENERAL WELFARE PROGRAM HIGHLIGHTS March 17-18, 1988

I. REPRESENTATION

The Association won an election to represent the 234 Registered Nurses of St. Charles Hospital (Port Jefferson).

The NLRB dismissed objections to the Association's election to represent the Registered Nurses (approximately 100) at Syosset Hospital.

The NLRB has not yet ruled on a pending election in an all professional unit at Brookhaven Hospital (Long Island).

II. DELEGATE ASSEMBLY

The election of Delegates to the Delegate Assembly has been completed. The first meeting of the Assembly has been scheduled for May 10-11, 1988.

III. NLRB PROCEEDINGS

The NLRB continues its hearing on the Association's petition to conduct a representation election at Long Beach Hospital. The employer has challenged the Association's status as a labor organization on North Shore grounds.

The Association continues to await a decision of the NLRB in the pending case at Highland Hospital (Beacon). This matter has been before the Board since May, 1985. Hearings were concluded in mid-1987. At issue is the Association's status as a labor organization; objections of the employer included the North Shore arguments.

IV. OTHER

The City of New York, Health and Hospitals Corporation, obtained an injunction against the Association alleging violations of the Taylor Law prohibition against concerted job actions by public employees. These charges were brought in relation to alleged "sick-outs" of nurses in several New York City Hospitals. The injunction was removed from the Court calendar and will not be reinstated unless there are further charges of similar violations.

Councils of Nursing Practitioners at all New York City Health and Hospitals Corporation facilities conducted a successful city-

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wide informational picketing on February 24th. This activity drew public and media attention to the stalled negotiations for a new contract for the greater than 7000 nurses of HMC.

The Registered Nurses at Alice Hyde Hospital in Malone successfully concluded contract negotiations after a 24 day strike, the longest in Association history.

Councils of Nursing Practitioners around the State are reporting extremely stressful working conditions, aggravated by the nursing shortage. Informational picketing, strike votes, and extremely difficult negotiations are generating an unprecedented level of program activity. Media coverage of these activities has been quite positive.

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THE NEW YORK STATE NURSES ASSOCIATION ECONOMIC AND GENERAL WELFARE PROGRAM HIGHLIGHTS January 21-22, 1988

I. REPRESENTATION

The Association continues to await decisions of the National Labor Relations Board regarding representation elections for the 240 Registered Nurses of St. Charles Hospital (Port Jefferson) and the approximately 700 professionals of Brookhaven Hospital.

Petitions have been filed to represent the 113 Registered Nurses at Long Beach Hospital, the 21 Registered Nurses of Syracuse University Health Center, and the 6 RNs of the Amityville School District.

The Association was elected the representative of approximately 100 RNs at Syosset Hospital. Hearings of the NLRB are in process on objections to the election filed by Local 144.

Interest in possible Association representation is in the initial stages of exploration in several additional sites across the state.

II. DELEGATE ASSEMBLY

A statewide election of Delegates to the Delegate Assembly is in progress. It is expected that the first meeting of the Delegate Assembly will be scheduled for early spring.

III. OTHER

Councils of Nursing Practitioners throughout the state have been active in requesting contract reopeners to address issues involving the recruitment and retention of nurses. Public informational rallies have been held in a number of locations in New York City and in Western New York to call attention to the problems, including that of inadequate hospital reimbursement.

Informational picketing of all facilities of the Health and Hospitals Corporation, New York City, has been scheduled for February 24th.

Several CNPs have held special meetings to discuss the Association's legislative program for entry into practice.

THE NEW YORK STATE NURSES ASSOCIATION ECONOMIC AND GENERAL WELFARE PROGRAM HIGHLIGHTS September 17, 1987

I. REPRESENTATION

On June 4, 1987, NYSNA won a representation election for the 74 nurses employed by Memorial Hospital of Greene County (Columbia-Greene Establishment Corp.).

Petitions for representation elections for the nurses of LaGuardia Hospital, Syosset Hospital, and St. Charles Hospital have been filed.

In a run-off election at Good Samaritan Hospital, Suffern, the Association was unsuccessful in winning a majority of the all-professional unit. On July 16, 1987, the nurses of New York Eye and Ear Infirmary also voted against representation by the Association.

On September 9, The Association was decertified as the representative of the thirteen nurses employed by the Putnam County Department of Health. The nurses chose CSEA as their representative.

II. NLRB PROCEEDINGS

NYSNA is scheduled to present testimony to the National Labor Relations Board on October 4th in Washington, DC. The Board is conducting national hearings on a proposed rule defining the appropriate bargaining units in health care facilities. Karen Ballard, Director of Nursing Practice and Services, has testified for the American Nurses' Association in the hearing earlier this month.

III. DELEGATE ASSEMBLY

The nominating committee for the Delegate Assembly has been elected and has met to form the slate for election of the delegates to the Assembly. Work to establish the Delegate Assembly has been slowed by the very low response rate to multiple calls for nominees. It is anticipated that the election will be conducted within the next month.

IV. OTHER

A strike of the nurses employed at House of the Good Samaritan and Samaritan-Keep Nursing Home in Watertown was successfully resolved after five days.

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GENERAL

E&GW PROGRAM HIGHLIGHTS

Representation

On March 18-19, the NLRB conducted an election for a unit comprised of professional employees, including nurses, at Good Samaritan Hospital, Suffern, New York. Results of the election required a run-off between NYSNA and the Hospital. This election was held April 29-30. However, the ballots were impounded due to action of Local 1199. The union filed objections to the election and a motion for reconsideration of the appropriate bargaining unit. Both objections were denied by the Regional Director. An appeal of these decisions to the Washington NLRB has been made and the ballots impounded pending Board determination of the appeal.

On May 4, the NLRB heard oral arguments regarding bargaining unit determination criteria in the health care industry. A remand by the U.S. Circuit Court of Washington, DC, and a request for review of an all professional unit determination filed by the Montana Nurses Association gave rise to the NLRB's review of the "disparity of interests" test.

A representation election for nurses employed by Memorial Hospital of Green County (Columbia-Greene Establishment Corp.) will be conducted by the NLRB on May 7. NYSNA, SEIU, and no representation are the choices. NYSNA represented the nurses before the public hospital was sold to the Corporation.

Delegate Assembly

The first election of a nominating committee for the Delegate Assembly is in progress.

Other

NYSNA is a participant sponsor of a study of pay equity among employees of the City of New York. The study will be conducted under a contract with New York University and will determine if sex and race based wage discrimination exists in the New York City Civil Service.

The Association has been notified of the highly successful resolution of a similar study by the Pennsylvania Nurses Association, resulting in significant improvement of job classifications of nurses employed by the State of Pennsylvania.

ECONOMIC AND GENERAL WELFARE PROGRAM HIGHLIGHTS

March 6, 1987

I. Representation

On February 2, 1987, an Administrative Law Judge of the National Labor Relations Board ruled that Highland Hospital violated the National Labor Relations Act when it withdrew recognition and refused to bargain with the New York State Nurses Association. The hospital had relied on the North Shore decision of the Second Circuit court to contend that the Association is not a labor organization within the meaning of the Act. The decision states that "the Board has consistently held that the membership of supervisors in a nurses' association does not in, and of itself, disqualify the association from acting as a collective bargaining representative. The Board's criteria and controlling authority in this connection is Sierra Vista..." The decision states further that "the evidence in this record conclusively establishes that all matters relating to the organization and collective bargaining practices of the association are entirely confined to the Economic and General Welfare program and totally insulated from supervisory participation."

A decision has also been received from the Regional Director of the NLRB in the case of Good Samaritan Hospital, Suffern, directing a representation election in a unit comprised of certain professional employees, including but not limited to registered nurses. The finding was based on the St. Francis Hospital standard requiring a "disparity-of-interests test for determining appropriate collective bargaining units in the health care industry.

NYSNA has been recognized as the collective bargaining representative for the nurses employed by the Middletown School District, Middletown, and the Royalton-Hartland Central School District, Middleport.

The Association was not successful in its efforts to become the representative of the nurses employed by new Rochelle Hospital Medical Center; the NLRB vote count on January 8th was NYSNA - 123, Employer - 175. Local 1199 decertified NYSNA at Horton Memorial Hospital, Middletown, on January 28th by a vote of NYSNA - 134, 1199 - 168, Management - 4.

II. Delegate Assembly

Election of the first nominating committee is to be conducted during the month of April. The current timetable calls for the election of delegates during the month of August.

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THE NEW YORK STATE NURSES ASSOCIATION #13
REPORT TO THE BOARD OF DIRECTORS
ECONOMIC AND GENERAL WELFARE PROGRAM
January 7-8, 1987

I. REPRESENTATION

NYSNA prevailed in the decertification election with UPNA for nurses employed by the County of Erie.

NYSNA was not successful in decertifying Local 1199 at St. Barnabas Hospital, Bronx. NYSUT decertified NYSNA as the representative of the fourteen nurses employed at VNA Westchester.

NYSNA filed a petition with the NLRB to represent the 350 registered professional nurses employed at New Rochelle Hospital Medical Center. The election is January 8, 1986.

Nurses employed at St. Elizabeth's Hospital, Utica, did informational picketing on October 27, 1986; a tentative agreement was subsequently reached and ratified. The CNP at Horton Hospital, Middletown, did informational picketing on October 26, 1986; negotiations continue following rejection of a tentative agreement.

II. TASK FORCE TO ESTABLISH A DELEGATE ASSEMBLY

Informational meetings of NYSNA CNP members was held at Convention to explain the proposed structure and functions of the Delegate Assembly. Task Force members met on December 4, 1986, to consider suggested nominations for the first elected nominating committee. Additional candidates are being sought to complete the ballot.

Martha L. Orr
Martha L. Orr, Executive Director

MLO/wmb
12/30/86
(B:BD16)

THE NEW YORK STATE NURSES ASSOCIATION #14
ECONOMIC AND GENERAL WELFARE PROGRAM HIGHLIGHTS
January 26-27, 1989

I. REPRESENTATION

The Association has been given voluntary recognition as the representative of the registered professional nurses of Arlington School District [9].

On November 1, NYSNA was elected to represent the approximately 90 registered nurses at Oneida City Hospital.

On December 1, NYSNA won the election at St. Luke's-Roosevelt Hospital Center by a decisive margin. This was a major decertification attempt by the New York Professional Nurses Union and represents a highly significant Association victory.

An election is scheduled at Long Beach Memorial Hospital subsequent to the employer's stipulation that NYSNA is a bona fide labor organization. This stipulation followed the Highland decision and rendered the NLRB proceeding on this matter void.

II. NLRB/COURT PROCEEDINGS

The decision of the U.S. Circuit Court of Appeals has concluded pending matters related to Highland Hospital. Contract negotiations are now in progress. This decision, as previously stated, has also brought the NLRB proceeding on Long Beach Memorial Hospital to an end.

III. 1988 SUMMARY DATA

During the past year, the Association won representation elections at Syosset Hospital (about 100 nurses), St. Charles Hospital (about 230 nurses), Presbyterian Hospital (1500), Oneida Hospital (90), and St. Luke's-Roosevelt (1200). Elections were lost at Brookhaven Hospital and Linden Bay Care Center (50).

Nurses represented by the Association found it necessary to engage in strikes at Alice Hyde Hospital, Central General Hospital, Vassar Brothers Hospital, and South Bronx Mental Health Council.

NYSNA presently services 109 collective bargaining units at 170 sites. Currently, staff are negotiating 45 separate contracts, with ten additional contracts expiring before June of 1989. Approximately 89.7% of the Association's members are in the collective bargaining units.

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Staff have presented 24 formal workshops for Council members and 13 intra-regional meetings of CNP leadership.

The Delegate Assembly has met three times.

Staff representatives to NYSNA's Pension Plan and Benefits Fund have attended a minimum of two meetings a month to provide input into the management of these funds.

Martha L. Orr
Martha L. Orr, Executive Director

1/17/89
board/egw-jan

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Available via interlibrary loan

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NEW YORK STATE NURSES ASSOCIATION
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GUILDERLAND N. Y. 12064

Charge: two RMZ Copies
\$19.00

Effective Communication

Effective Communication - The Key To Local Unit Strength is a 90-minute videotape created and produced by the Center for Labor Relations, Economic and Social Policy of the American Nurses' Association. It is designed to assist SNA local unit leaders in improving and enhancing local unit communications, particularly newsletters, bulletin boards, telephone trees, and spokespersons. A significant portion of the program is devoted to examining strategies for strengthening membership promotion (recruitment and retention) since communication is a crucial element in this process.

Local unit leaders, local unit membership and communication committees, local unit newsletter editors, local unit advocates, and SNA E&GW program staff will all benefit from this presentation.

The following information is covered at length within the 90-minute program:

- o Steps to fostering an effective membership program
- o Key considerations in preparing to share information in any form
- o Tips on achieving brevity and clarity in messages
- o Guidelines in the production of local unit newsletters and the composition of bulletin boards
- o Guidelines for using a telephone tree in membership recruitment
- o Application of proven communication strategies in recruiting local unit members and motivating members to become more involved in local unit/SNA activities

The presentation is similar to previous sessions offered during ANA's Basic Local Unit Leadership Development Workshop. The presenter is Lyndia Flanagan, Senior Staff Specialist, Labor Communications, ANA Center for Labor Relations, Economic and Social Policy. She is the author of One Strong Voice: The Story of the American Nurses' Association (1976); Collective Bargaining and the Nursing Profession (1983); Braving New Frontiers: ANA's Economic and General Welfare Program, 1946-1986 (1986); Pay Equity: What It Means and How It Affects Nurses (1986); and Effective Communication, A Guide For SNA Local Units (1986).

The video is divided into four distinct parts. Internal summaries as well as other important information are reinforced by visual enhancement and printed handouts.

Available via interlibrary loan

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Building An Effective Nurse Advocate System is a 30-minute videotape created and produced by the Center for Labor Relations, Economic and Social Policy of the American Nurses' Association. It is designed to identify the factors which must be taken into account to maintain the most successful system.

A nurse advocate (also referred to as a nurse representative or steward) is an individual within an SNA local unit who has accepted an expanded role in the servicing of local unit members and the administration of the local unit. Advocates are assigned to represent specific groups of individuals within an organized facility. Although primarily responsible for grievance handling, a nurse advocate also promotes membership, facilitates local unit communications, and monitors members' problems and concerns. The nurse advocate system is an internal monitoring process used by local unit leaders to provide information, support, and specific services to bargaining unit members. As such, it is a crucial element in maintaining a strong local unit.

Local unit leaders, prospective and current nurse advocates, and SNA E&GW program staff will all benefit from this presentation.

In local units where a formal nurse advocate system has not been established, local unit leaders can use the video to acquaint themselves and local unit members with the value of local unit advocates and how to go about establishing and maintaining a strong, effective system. Local units with well established systems can use the video as a tool for assessing the effectiveness of the existing system's advocates. Potential candidates and newly elected/appointed advocates as well as experienced advocates can use the video for orientation.

The 30-minute presentation is built around a small group discussion of local unit leaders representative of a wide variety of hospitals -- large and small facilities, rural and inner city settings, for-profit and not-for-profit status, etc. The discussion has been simulated to provide the most comprehensive information possible. Internal summaries of important information are reinforced by visual enhancement and printed handouts.

CONTENT

The following is a detailed outline of the information covered in the video.

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FILMS AND VIDEOS

Preview copies of films and videotapes are not available. Each print and tape is carefully inspected prior to shipment. Once a print or tape has been purchased it may not be returned.

The Challenge for the Future.

This 13-minute video challenges nurses to establish the educational system that will best prepare the next generation of nurses. Through a series of interviews, staff nurses who work in hospitals explain their decisions about their nursing education. The video will stimulate discussion about the future of nursing education. Available in three formats: VHS 1/2 inch; Beta 1/2 inch; and 3/4 inch U-Matic. 1987.
Pub. No. PR-13 **\$55.00**

Nurses, Politics, and Public Policy.

Video providing basic direction to professional nurses who are ready to become political activists. Step-by-step guidance on how to organize with a strong unified base, how to recruit volunteers, legal constraints, how to raise funds, how to lobby. For use with leadership and coalition activities, public events, conventions and workshops, nursing issues courses, and more. Available in three formats: VHS 1/2 inch; Beta 1/2 inch; and 3/4 inch U-Matic. 1985.
Pub. No. NPP-1 **\$50.00**

Nursing: A Future of New Horizons.

Summary of ANA national media campaign, this six-minute video was presented at the 1985 ANA House of Delegates and is designed for use with external audiences. Available in three formats: VHS 1/2 inch; Beta 1/2 inch; and 3/4 inch U-Matic. 1985.
Pub. No. PR-6 **\$40.00**

America's Nurses: The Best We Can Provide.

Highlights need and rationale for the profession's goals for the future of nursing education. Available in three formats: VHS 1/2 inch; Beta 1/2 inch; U-Matic 3/4 inch. 1985.
Pub. No. PR-12 **\$40.00**

Protecting Nurses' Welfare: A Chronicle of Achievement.

Thirty-minute film communicating the history of ANA's Economic and General Welfare Program, with spotlight on ANA's effectiveness in protecting and advancing nurses' welfare, attention to close relationship between conditions of employment and quality of nursing care. 16 mm. 1985.
Pub. No. EGW-1 **\$250 plus shipping**
\$200 plus shipping SNAs only

For rental information, write Film Rental Library, The University of Kansas, Division of Continuing Education, Continuing Education Building, Lawrence, Kansas 66045.

Nursing: Media Package.

Media package developed by the ANA Congress for Nursing Practice includes a 16mm, 14-minute film designed to promote discussion of the defining characteristics of the nature and scope of nursing practice, 28 title slides with narrative guide, and 50 copies of ANA's publication, *Nursing: A Social Policy Statement* (NP-63), 1981.
Pub. No. NP-64 **\$160 plus shipping**
(SNA/DNA Discount) **\$100 plus shipping**

For rental information, write The University of Kansas, Division of Continuing Education, Continuing Education Building, Attn: Film Services, Lawrence, Kansas 66045.

Quality Assurance Model: Color Slide Set.

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