



CNA Alert 15, 10-28-07

# UC Irvine Management Suspends CNA Nurse Leader Lilliam Triana

UC Irvine management told Lilliam not to report for her scheduled shift Friday October 26, put her on investigatory leave, and scheduled an investigatory meeting with her for Monday, October 29, at 9 am. Lilliam is a 21-year UC Irvine Mother/Baby nurse. She is also a CNA nurse rep, 2006 CNA nurse negotiator, and CNA Professional Practice Committee chair.

## **Lilliam's apparent crime?**

Lilliam was investigating the unjust termination of 27-year UC Irvine Newborn Nursery nurse Patty Brown and the underlying staffing and medication problems at UC Irvine. Management has told CNA that the investigation does not involve questions about Lilliam's clinical practice.

## **We are ALL patient advocates**

Any attack on Lilliam is an attack on CNA, and on the duty of every RN to act as a patient advocate. We are ALL patient advocates.

## **UC Irvine atmosphere of intimidation and harassment**

UC Irvine management has created a continuing atmosphere of intimidation and harassment that is unhealthy for our nurses and can affect the quality of our patients' care. Nurses know that other nurses are being summarily fired for minor or nonexistent mistakes, and that they could be next. Nurses feel over-scrutinized, undervalued and disrespected.

## **Know Your Rights to have a CNA rep with you when you are called into the office**

- You have a right to have a CNA rep with you at meetings which may result in discipline
- You have a right to have the meeting postponed until you can get a union rep with you.
- When you are called into a meeting that you think may result in discipline, say **"I want a CNA rep with me, and the meeting needs to be postponed until I can get my rep."**
- If you are mid-way through the meeting before you realize it might be an investigatory meeting, you have the right to interrupt the meeting and say "I want a CNA rep with me at this meeting, and I'd like the meeting postponed until I can get my rep."

**For more information,** contact your CNA rep or labor rep, or email CNA at [ucdivision@calnurses.org](mailto:ucdivision@calnurses.org).