

# Know your rights if your department is down-sizing

## 5E/5W downsizing

- CNA met with UCLA nursing administration and labor relations on November 14 and 26 to discuss the 5E/5W downsizing. Of the 100 current RN positions in 5E/5W, only 70 will be needed in the new hospital. UCLA will be moving 40 medicine beds to Santa Monica starting with 20 beds in January.
- UCLA has been encouraging 5E/5W RNs to consider transferring to Santa Monica or taking ICU training (the new hospital will have an additional 35 ICU beds).
- Attending for UCLA: Heidi Crooks, Kathy Ward, Becky Heffler (5E/5W manager), Rhonda Williams (LR).
- Attending for CNA: Yoli Rios, Manny Punzalan, Mary Ann Sullivan (5E/5W nurse rep), Beth Kean (CNA UC Director); from CNA Santa Monica Pauline Kiwasz and Alexandria Legion (nurse reps) and Hari Subramanian (CNA labor rep).

## UCLA commitment to finding positions for affected RNs

- UCLA nursing administration has pledged to find positions for all RNs affected by the downsizing.
- CNA is working closely with UCLA to try to protect all nurses in the affected departments so there is the minimal possible disruption to your working life.

## Down-sizing overview

Some of the department downsizings anticipated by UCLA nursing administration to occur before the move:

- 5E/5W (moving 20 beds to Santa Monica in January, 20 more beds to Santa Monica by March)
- 4E/9E MOU (to be downsized from 45 to 26 beds, with beds moving to Santa Monica)
- 9W, 8W and 6W (to be downsized to 52 beds, with beds moving to Santa Monica)
- Pediatrics (some beds moving to Santa Monica)
- Oncology (downsizing from current 29 beds to 26 beds)
- 1 West Neuro Rehab (not discussed at our meetings, but may be closing before the move)

## Know your seniority date

- Your seniority date determines if your current job is protected or if you may have to move to another department.
- Seniority is determined by “the nurse’s most recent date of hire into a career nurse position at the University.” (CNA contract, see pages 49-52). Also, if you converted from a per diem position, up to 24 additional months may be able to be included in your seniority date (see page 9 of the contract for the exact details and formula).
- Your seniority date is NOT the same as your hire date if you worked in another job classification besides RN in the past.
- Current per diem nurses do not have a seniority date and are the first to move in a downsizing situation.
- UCLA provided CNA with the seniority list for 5E/5W nurses which we shared with the 5E/5W nurses.
- We have requested but not yet received the seniority lists for the other affected departments.
- **If you think there is a mistake in your department’s seniority list, please notify CNA as soon as possible.**

## Review the current job openings

- Our CNA contract requires UC to offer affected nurses current vacation positions if the nurse is qualified for the position.
- In addition, UCLA is willing to guarantee training and the same appointment rate for some affected nurses for some positions; CNA is trying to get this commitment expanded to include all affected RNs for as many positions as possible.
- CNA is hoping to be able to formalize an opt-out policy for nurses who agree to try a new specialty, so that if it turns out not to be a good fit, the nurse is assured of a job placement in another department; nursing administrations seems favorable to doing this.
- Concerning shift assignment, UCLA is saying that whether or not the affected nurse gets to keep their current shift depends on the shift policy in their new department. CNA will be reviewing this on a case-by-case basis.

**For more information**, please contact chief nurse rep Manny Punzalan ([mepunzalan@gmail.com](mailto:mepunzalan@gmail.com)), CNA labor rep Yoli Rios ([yrios@calnurses.org](mailto:yrios@calnurses.org)), or your nurse rep.