



The Flame

Lighting the Way for Quality Health Care

January, 2013

Patient Centered Medical Homes:

Improving Quality and Reducing Healthcare Costs

On December 12th Jennifer Wood, Legal Counsel for Lt. Governor Roberts, spoke on Patient Centered Medical Homes (PCMH) at the UNAP Joint Board Meeting. The PCMH model is designed to provide accessible, continuous, coordinated and comprehensive patient centered care. The model is designed around a primary care physician with the active involvement of non-physician staff such as registered nurses, nurse practitioners, medical assistants and practice managers.



Linda McDonald, RN
President

The idea is that coordinated care is more cost efficient and more beneficial to the patient than the current fee for service models. The design is to help physicians better understand patients' needs and eliminate unnecessary tests, hospital stays and additional visits to specialists and reduce the fragmentation in the current models of care.

The non-physician staff will be a growth opportunity for registered nurses and other allied health professionals. They will have direct contact with patients with chronic diseases, to improve their clinical outcomes, educate and follow their progress. There are potential barriers that could impede the success of the PCMH. Several barriers are funding, resistance from other physicians and hospitals. The desired outcomes will depend on improved quality, the patient experience and cost effectiveness.

Early Flu Hits RI

On December 6th an early declaration of flu advisory was announced and the new Rules and Regulations recently passed in RI were implemented. The law states that

you have a choice to receive the immunization or wear a mask in times of flu advisory.



There is potentially a financial penalty for non-compliance and reporting to your licensing board.

The UNAP and other groups testified on the efficacy of wearing a mask to the spread of flu and believe that a voluntary approach with education would achieve the ultimate goal to stop the spread of flu in healthcare facilities. As suspected there is wide-spread confusion and varied implementation of the regulations.

Some locals will be filing grievances as to the unreasonable requirements of where a mask is to be worn. When the cases start to decline the DOH will lift the advisory.

UNAP Holds 16th Annual Leadership Retreat

In September over 80 UNAP leaders came together at beautiful Alton Jones. It was a day of great food, conversation and workshops. The Retreat workshops addressed a variety of topics, including Health Care Reform, the RI Health Insurance Exchange, New Tactics in Confronting Employers and HIPAA Case Studies.

Mary Lehman MacDonald, Executive Director AFT Healthcare presents Healthcare Reform & Delivery



Jennifer Wood, Legal Counsel for Lt. Governor Roberts explains RI Health Insurance Exchange



Alan McDonald, Labor Attorney describes HIPAA Case Studies.

UNAP officers welcome new Field Representative Barbara Resnick. (see story on back page)



Barbara Resnick, Field Representative



Brattleboro Retreat UNAP Local

Success at the bargaining table is often a function of preparation, organization and hard work away from the bargaining table. After the Employer put a series of aggressive give backs on the table including cuts to staffing levels, overtime premium, retirement contributions, leave of absence protections, shift and weekend premiums, medical benefits and more, the Local Union responded away from the bargaining

table. Members engaged in repeated and regular informational picketing (see photos on next page). Protest petitions were widely circulated and sent to the Board of Trustees. The Union sponsored an informational meeting with area

Who is the UNAP?

The UNAP represents over 6,300 nurses, therapists, technologists, support staff and others who work at:

- Brattleboro Retreat (VT)
- Copley Hospital (VT)
- Fatima Hospital
- Health Care & Rehabilitation Services of SE Vermont
- Kent Hospital
- Landmark Medical Center
- Memorial Hospital
- Putnam School District (CT)
- Rehabilitation Hospital of RI
- Rhode Island Hospital
- RI Community Living & Support Services
- RI Dept of Human Services
- RI Veterans' Home
- URI, CCRI, RIC Health Services
- Seven Hills RI
- Visiting Nurse Home Care
- Westerly Hospital
- Youth Services (VT)
- Zambarano Hospital

legislators. Public press was overwhelmingly favorable. It was the effective work away from the table that brought the Employer around to a more reasonable position dropping demands for give backs and agreeing to a one year contract with a number of gains including a 2.4% wage increase.

UNAP Local 5082 Continues Negotiations With Memorial Hospital of RI

Local 5082 of the UNAP has been in negotiations with management at Memorial Hospital of RI (MHRI) for a new contract since last May, and the negotiations continue into the New Year. The negotiations present a more complex set of issues than normal. MHRI has been in affiliation talks with Care New England for some time now and the Local wants to make sure that the affiliation and its impact on terms and conditions of employment is fully addressed. In addition, MHRI is looking to freeze the defined benefit pension plan and replace it with a defined contribution plan, which is of major concern to the Local. To date, no agreement has been reached.

Local 5019 State-employed nurses hold the state of Rhode Island's feet to the fire over workplace issues including prompt payment of wages and bullying in the workplace.

New Buyer Emerges to Purchase Landmark Medical Center (LMC) & Rehabilitation Hospital of RI (RHRI)

Several months ago Steward Health Care System announced that it was walking away from a deal to purchase LMC and RHRI. The Northern RI UNAP, Local 5067, quickly moved to negotiate a contract with a new buyer, Prime Health Care Services, a system out of California. The Local made a number of concessions but managed to enter into a 5 year contract with Prime, which calls for 2½% pay increases each year and no change to medical or dental insurance benefits for the life of the contract. The contract goes into effect when the deal closes, which is

after the State's regulators (the Department of Health and the Attorney General) approve the deal. The deal is tentatively scheduled to close in the Spring.

Office Staff at VNS Vote Union

Office and clerical staff at the Visiting Nurse Home Care, formerly the Visiting Nurse Service of Greater Rhode Island, voted to join the United Nurses and Allied Professionals on April 19, 2012. They wasted no time in electing officers and getting to the bargaining table where they have joined with the nurses and home care aides who are already organized and negotiating for a new contract.

Kent Hospital RNs Extend Contract

Members of the Kent Hospital Local approved a one year extension to their current contract. The current contract that was set to expire on June 30, 2014 will now run through June 30, 2015. The agreement locks in medical insurance premium splits through 2016 with pay raises of 2% each year plus steps and longevity increases.

Copley Hospital UNAP Local 5109

Nurses at Copley Hospital will start preparations for contract negotiations in January 2013. The collective bargaining agreement expires in May of 2013. The Union's executive council used their annual all-day retreat in October to develop a strategic plan for successful negotiations.

Westerly Locals Negotiate Successor Agreements With New Purchaser

The Union at the Westerly Hospital has navigated its way through the treacherous waters of receivership securing a brighter future for the hospital, its members and the community. In December of 2011, the Westerly Hospital went into receivership. Throughout that time, the Union has protected the terms of their contracts and service and employment levels at the hospital. This past summer the Union successfully negotiated new agreements with Lawrence and Memorial Hospital, a neighboring hospital based in New London, Connecticut that is seeking to purchase The Westerly

Hospital. The agreements not only secure wages, benefits and working conditions, the agreements secure commitments to continue service lines and employment. Both the Union and The Westerly Hospital will maintain their respective identities and organizations. At the same time the new relationship with Lawrence and Memorial should strengthen the Westerly Hospital and put it in a better position to continue serving the community as an acute care hospital. Final regulatory approval is pending.

Rhode Island Hospital UNAP Local

UNAP members at Rhode Island Hospital will conduct a staffing survey to document union member staffing and patient care concerns. Union President Helene Macedo encourages members to participate in the survey to ensure a more accurate picture of the quality of care. The union is working closely with representatives of Blue Cross and Lifespan to minimize the impact in changes to the healthcare plan. Of particular concern to the union is expanding the network to provide sufficient services in the southern and northern regions of the state.

UNAP in the Spotlight



Joyce Dion Vice President
UNAP Executive Board

In 2005 when HCRS began setting policies that would adversely impact my school work and continuity of care for the at-risk and vulnerable children and families with whom I work, I became involved in the effort to organize our union at HCRS. It was hard, daunting work which took the combined effort and courage of fellow clinicians and UNAP staff. I am forever proud of our union and all that we have accomplished since the election in December 2005 and just as importantly, since our first contract in December 2007.

I started to become involved with UNAP Vermont Council almost immediately after we formed our union, as working at the state level went hand in hand with our efforts to settle our first contract. I found I enjoyed working at the state level on mental health, health care and union issues. I have continued to do this work after I became a UNAP vice president. I am proud to represent UNAP in Vermont and at the Vermont State House and look forward to continuing doing this work.

National Labor Relations Board (NLRB) Renders Favorable Decision for the UNAP

Back in February of 2011, the UNAP was involved in a trial before Region 1 of the NLRB in Boston, MA. The issue before the Judge was whether or not the UNAP had violated federal labor law in charging Beck objectors

at Kent County Hospital for its lobbying expenses. In other words, the issue was whether or not the Beck objectors should be allowed to enjoy the benefits of UNAP's successful lobbying efforts (lobbying, for example, to end mandatory overtime) without paying their fair share of the lobbying expenses. An appeal *(continued on back)*

Local 5086 UNAP Members Protest Cuts at the Brattleboro Retreat



Brattleboro Retreat UNAP members are supported by the community, family and friends on the picket line.

Apply now for a UNAP educational scholarship!



The UNAP is currently accepting applications from members and/or their dependent children for three \$1,000 scholarships for students who are enrolled at least half time in credit classes at degree-granting institutions. Application forms may be obtained on-line at www.unap.org, or by contacting the UNAP office at (401) 831-3647.

Completed applications must be submitted no later than March 29, 2013.

(around the locals)

of the Judge's decision was brought to the NLRB in Washington, D.C. In a recent decision, the NLRB clarified and expanded the circumstances under which lobbying expenses can be charged to Beck objectors. UNAP's opponents in this case may very well take the case into the federal courts for further consideration. The UNAP is well prepared to continue the fight to preserve this important victory.

"Rhode Islanders for Tax Equity" (RITE)

UNAP joins RITE to introduce legislation to address reforming Rhode Island's personal income tax system. Tax fairness and equity was a resolution passed at the UNAP Convention in 2011. The commitment is to engage, educate and mobilize our members until policy makers implement a tax system that is fair to the working class and supports economic growth.

Barbara Resnick, Field Representative



has worked for the UNAP since October 2012. She has 18 years of experience as a union representative and has organized thousands of employees in the state of Connecticut.

Barbara represented the NYPD in New York City and was an administrative law judge for about 3 years in the state of New York. She has a law degree and is admitted to practice law in the states of New York and Connecticut.

Got e-mail?

The UNAP is looking to build on our email lists in order to increase our communications capacity. If you are interested in receiving notices via e-mail please send your e-mail address to bwheeler@unap.org.



2013 Save the Date!

Wednesday, May 15th: CEU Program Compassion Fatigue "Healing the Heart and Renewing the Soul" At the Crowne Plaza. Free for UNAP members. Speaker Donna White, RN

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