



2018 UNAC/UHCP State Convention

UNAC/UHCP State Office & BOD Candidate Bios

Nomination for the following elected positions:

UNAC/UHCP President, UNAC/UHCP Secretary and UNAC/UHCP Board of Directors

Jacqueline Asfall, RN Board of Directors, UNAC/UHCP Convention Nomination Committee Chair

2018 UNAC/UHCP State Office Candidates

Candidates for Office of President

Denise Duncan
Isabel Landeros

Candidates for Office of Secretary

Zarah Bernales
Carmen Cowell
Joel Emerson
Elizabeth Hawkins

Candidates for Board of Directors

Robin Borden
Scott Byington
Mitchell Hoffman
Nicole Lam
Linda Morales

**Candidates are listed in alphabetical order*

Hello, my name is Scott Byington and I am a candidate for the UNAC/UHCP Board of Directors. I have a Master of Science in Nursing. I am nationally credentialed in critical care and I am a 29-year veteran bedside nurse. Since our last convention, I have completed my training as an acute care nurse practitioner. Currently, I am the president of the St. Francis Registered Nurses Association (SFRNA). I have been an elected officer for the SFRNA for over 22 years. I have served as one of the UNAC/UHCP Board of Directors since 2006. As an active union member, I have participated in many UNAC/UHCP sponsored events. Organizing new members, fighting for legislation to improve patient safety and the work environment are just a few. I have provided support during difficult bargaining, to my brothers and sisters from Kaiser Permanente and all independent affiliates. Brothers and sisters, we are in this together. As a proud UNAC/UHCP member, I enjoy the tough challenges brought about by anti-union organizations. I have over 22 years of experience with challenging adversarial healthcare organizations. In Solidarity, we defeated Prime Healthcare. However, that was just one battle. Fighting to maintain strong and empowering contracts for all healthcare professionals is an ongoing challenge. I believe as a union of healthcare providers, we must maintain our visibility as leaders ready to battle issues such as “The Right to Work,” while guiding the next wave of union members teaching them how to be fierce and fight for what is right. As a professional healthcare provider and proud active union member, I am asking for your consideration to re-elect me as one of the UNAC/UHCP Board of Directors.

Thank you,

Scott Byington MSN, RN, CCRN

Denise Duncan Biography

My name is Denise Duncan, RN and I am seeking re-election to the office of President for UNAC/UHCP.

I am a proud registered nurse of 35 years and have spoken for registered nurses, health care professionals and patients on health care policy and workplace issues for over 30 years. I have worked for UNAC/UHCP representing members for nearly three decades and currently serve as the UNAC/UHCP President.

I have testified and spoken for UNAC/UHCP on matters ranging from safe staffing and workplace violence prevention to scope of practice and health care of the future. I fought for regulations to protect health care workers and contributed to violence prevention protections/regulations released by Cal/OSHA in 2016. My work is focused on protecting patients and the RN's, health care professionals and workers that care for them. I have negotiated and spoken out publicly for a "Just Culture" environment.

I co-authored an innovation chapter in the nursing textbook *Leadership for Evidence-Based Innovation in Nursing and Health Professions* (2015). I was a co-researcher for "Nurse Perceptions of Medication Errors" in the *Journal of Nursing Care Quality*, the first-ever study to consult nurses about errors and their cause. (2004).

Since 2016 I have built a team that has elevated UNAC/UHCP to a new level. Under my leadership UNAC/UHCP has gained community recognition for two consecutive years for our efforts to give back to our communities. We have engaged our members in the involvement of their union to an all time high and recently received a "Member Engagement" award from the California Federation of Labor.

I also serve as the Vice President of Nursing for NUHHCE, the Vice President at Large for the California Federation of Labor and an International Vice President for AFSCME.

A vote for me is a vote for union power.



VOTE
JOEL EMERSON, R.N.
FOR UNAC-UHCP SECRETARY

My name is Joel Emerson, RN, a UNAC Staff Representative for Sharp Professional Nurses Network. I have over 20 years of nursing experience, and I am seeking your support for the office of UNAC State Secretary.

Originally from the Philippines, I served in the United States Naval Air Reserve for 8 years, worked as a DOU/Telemetry RN for 12 years, and have over 10 years of Collective Bargaining Negotiation experience. I was proudly elected as an Affiliate Officer for the Lakewood Regional Medical Center, first as Vice President from 2003-2004, then as President, from 2004-2014.

Throughout my career, I have been successful in uniting diverse groups through open communication and transparency. I believe that our collective voices will enrich the message of our Union and strengthen our advocacy for our individual fields and professions. Recognizing all of the current challenges facing healthcare and Unions, I pledge to help continue building the future of our Union as State Secretary.

With your support:

- ✓ I commit to building a stronger member-driven Union.
- ✓ I pledge to connect all members via open and improved communication
- ✓ I promise to prioritize the development of concrete relationships.

I am a proponent and advocate of the UNAC-UHCP Mission Statement, and I strongly believe in the empowerment of healthcare professionals by providing a voice all aspects of healthcare. Together, we can build a bridge to our future as a true union of professionals.

I am asking for your vote. Your vote is your voice. Thank you.

I look forward to hearing from you and earning your vote: jemersonrn@gmail.com



Robin Borden, Pharm.D.

For UNAC/UHCP Board of Directors

I would be honored to be the first pharmacist to sit on the UNAC/UHCP Board of Directors. Adding a Pharmacist would enhance our 100%-nurse Board. Successful organizations have diverse Boards with a balance of skills, experience and backgrounds. I would like the opportunity to preserve the great union that Kathy Sackman built for us, renowned for our professionalism, integrity and values. We are the gold standard by which other labor unions are measured; fiercely protective of our own and undeterred in our commitment to protect our patients, health care professionals representing health care professionals. I feel I know the recipe for our successful union; a blend of fresh eyes and sage wisdom, a dose of humility, some empathy, vision, dedication, passion and a pinch of humor. We must balance progress with tradition, continue to treat each other as equals and as family, and train our next generation of leaders.

My UNION involvement is exemplary:

- Guild (prior union) President/Board Chairman 2012-2014
- UNAC/UHCP Affiliate Secretary (UPSC) 2015-present
- 2015 Affiliate Bargaining Team member
- Co-authored Affiliate constitution and financial policy
- FHP pharmacists bargaining support rounding
- Union rep/KP NEO presenter for pharmacist new hires
- Riverside LMP Council member
- LMPO and UBTM certified trainer
- UBT sponsor
- Participant in California Legislative Day in Sacramento 2018

In an era when the perpetuity of UNAC/UHCP as well as of all organized labor is immediately threatened by Right to Work, we need visionary and proactive leaders who have a track record of action to sustain our union. We need integrity, accountability and transparency. I have always expected my union to provide me with this and I have even stronger expectations of myself, so you can trust me to enforce and uphold those values as a Board member.

VOTE BORDEN for BOARD



Who is Nicole Lam?

I am a Woman!! I am a labor advocate, a mother, a wife and a Registered Nurse with a passion for worker's rights.

Where does this passion come from?

I was born into a union family and raised in Union philosophies. I am currently the UNAC hospital President in San Diego, I sit on the San Diego Labor Council that represents all unions in San Diego. I am also the Vice President for CLUW (coalition for labor union women).

Why vote Nicole Lam for BOD?

I am a labor advocate for all workers and their rights. My job in the BOD will be to be the voice of all UNAC/UHCP members from San Diego to Bakersfield and now all the way to Hawaii. I promise to engage in taking our strong and powerful union to the next level of excellence.

Vote LAM to take a stand for the continued excellence of UNAC/UHCP.

REMEMBER to STAND with LAM for BOD!!

Hello UNAC/UHCP brothers and sisters. My name is Elizabeth Hawkins. I would be honored if you would re-elect me as your State Secretary.

I have been a Registered Nurse for 33 years, working most of my career in the Emergency Department (ED). My first 5 years were at a non-union hospital where I experienced first-hand all the problems that go with having no CBA, no voice, and no rights. I have now been a proud and active member of UNAC/UHCP for 30 years. I have a long history of nursing and union leadership. I have developed into a strong, knowledgeable, well-rounded, nurse and leader because of my experiences as a: Critical Care Nurse; House Supervisor; Rapid Response Nurse (developing the program at inception); Charge Nurse; Delegate at several AFSCME, NUHHCE, and UNAC/UHCP Conventions; UBT Co-Lead & Sponsor; Contract Specialist; KRHCPA Officer; Staff Representative for the Baldwin Park service area; and your current your UNAC/UHCP State Secretary. I know UNAC/UHCP and nursing history. I know the Kaiser system very well and have experience working as a non-Kaiser nurse. I have been part of change and innovation as well as planning for our future. I was instrumental in developing the Kaiser ED Ratios, and worked to get them into our contract. I was involved in the regional grievance/issue resolution team that addressed workload issues for our Kaiser Home Care RN's. I helped bargain the ED Nurse training program that recently rolled out at Kaiser. Lastly, I am a UNAC/UHCP member advocate, fighting against Workplace Violence and testifying at Cal-OSHA hearings. I tell my story to keep all HCP's safe, which resulted in the new Cal-OSHA regulations. I am a planner, I put things into action, I get things done, and I will work hard for all of you.

Thank you,

Liz