

California state nurses' association, ✓



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WHAT'S "CSNA" ALL ABOUT?

It's about YOU . . . about your future . . . your chosen profession . . . and the most realistic way to improve it.

It's about professional nursing standards, economic security for the nurse, legislative protection for nursing, counseling and placement service, and lots more . . .

It's about problems of long hours and low salaries, the exodus of exploited nurses into other fields of employment, the alarming lag in student nurse recruitment . . .

It's about YOU and an organization that is UP and DOING something about your problems—an organization that formerly needed to concern itself only with traditional professional problems but recently has been forced into the economic arena by mounting economic problems that threaten the nurse and her professional future.

NURSES ARE HUMAN BEINGS

A newspaper editor wrote: "The Nursing Profession has been sold to the public historically as consisting of a group of self-sacrificing young women, who want to help suffering humanity as a religious duty.

“The public doesn’t regard it as a profession so much as a sisterhood. *The idea that nurses must eat has never penetrated the public mind!*”

A 1947 federal survey said it with statistics. Uncle Sam surveyed a cross-section of 22,000 nurses. His study announced that a 44-hour \$40 work week was “typical” among nurses, coast to coast. He found that “dissatisfaction” with working conditions in general created a “serious problem” contributing heavily to the critical nurse shortage.

Moreover, the nurse cannot give the best professional service to the patient if she must work excessively long hours, has too heavy a patient load, is distraught by anxiety about paying the butcher and the baker, and is haunted by fears of unprotected old age and illness. Proper care of the sick *is* conditioned by the economic security of the nurse.

WHAT YOU NEED

You desire for yourself a normal personal and professional life, like that of other professional women.

You want desperately to practice the “art” of nursing as you know it should be practiced and not in the mechanical manner of a speeded-up automaton.

You will therefore need reasonable hours in

order to give your patients good care and to protect your own health.

You require a salary in line with the responsibilities you shoulder, the mounting cost of living, the needs of future security.

You know that enlightened employment policies promote personal satisfaction and professional efficiency.

A NURSE'S LIFE CAN BE A SATISFYING ONE

There are no problems facing the nurse that cannot be solved. On the professional, social and economic fronts, there is an answer to each problem.

You cannot accomplish this alone. No profession or group of people with mutual interests has ever solved such problems as individuals. But most professions have successfully attacked their common problems as a profession.

You must work *with others* to do this.

EVERYBODY IS "ORGANIZED"

We live in a complex social age, when virtually everybody, to win an effective voice in his destiny, has become "organized." Doctors, lawyers, dentists, beauticians, businessmen, labor, the butcher, the baker, the candlestick maker—yes, and hospital management—all are organized for effective planning and action.

For that matter, the United States is an organization of once individual colonies or states; the United Nations are organized nations; all sections of the population are mobilized according to mutual interests and in order to voice common aspirations coherently.

A complete absence of organization—at national, state and professional levels—would, of course, open the way to chaos and anarchy in our highly complicated age.

During the recent war, when wages and prices had to be stabilized to avert inflation, the government set up the War Labor Board to determine which groups deserved slight increases in salary. This Board recognized the right of an organized group in any occupation or profession to petition for relief. Because CSNA was so organized, it was possible for its leaders to appeal on behalf of professional nursing in California for an increase to meet the high cost of living. The appeal was heard and granted. An individual could hardly have accomplished this. An organization—CSNA—could, and did.

"CSNA" MEANS WORKING TOGETHER

The California State Nurses' Association was founded in 1903 to advance the profession of nursing and to safeguard the mutual interests of nurses. It is an affiliate of the American Nurses'

Association, with other active state nurses' associations all over the nation.

Such improvements as have been effected in professional status, nursing legislation, personnel practices and economic conditions of nurses may be attributed to organized nursing.

However, much remains to be done. The plight of the nurse and her profession is acute. It is vital that every nurse, who wishes to see her profession continue to improve its status, ally herself with her professional association to get results.

HIGHER SALARY SCHEDULES

A federal survey has disclosed that nurses as a group are earning little more than clerks, bookkeepers and seamstresses. Most hospital nurses throughout the country are still working a 44 to 48 hour week under exacting and exhausting conditions, aggravated by personnel shortages.

Because salaries of nurses lagged so far behind soaring living costs, the CSNA decided several years ago to seek improvement in the economic conditions under which its members work—improvement in salaries, hours, and working conditions. In this “economic security” program, substantial results have been achieved and the program continues to gather momentum.

Statewide salary standards were set up by

each group of nurses—staff, private duty, industrial, public health and administrative—for its own members through the machinery of the CSNA sections.

Then through a program of implementation, these standards were brought to the attention of employers of nurses throughout the State—hospitals, public and private health agencies, industries.

As a result, the general salary level of nurses in all fields of activity has been raised in California, until California nurses now receive the highest salaries in the United States.

Hospital nurses are now receiving a basic monthly salary of \$200 based on a 40-hour week, and many of them are employed under contracts negotiated by the CSNA as their bargaining agent. Salary differentials for both evening and night duty and for various types of “special services” duty, sought by the CSNA, are now standard practice. Compensation for time spent “on call” and for overtime work is incorporated in all CSNA contracts and is a CSNA goal for all nurses.

Private duty nurses have been enabled to increase their per diem charges substantially.

Public health nurses in almost all governmental jurisdictions have obtained, in many instances with the direct assistance of the CSNA,

higher salaries and larger car allowances. Most private public health nursing agencies have followed suit.

Industrial nurses have participated in the general lift in the salary level besides sharing in shorter hours and better working conditions won by their sister nurses.

In short, all registered nurses practicing in the State have benefited, whether or not they belonged to the CSNA. Obviously greater gains would have been assured had all belonged and spoken with one voice their professional and economic needs.

CSNA will continue at all times to seek salary standards commensurate with the skills and responsibilities of nursing.

A STANDARD 40-HOUR WEEK

The standard 40-hour week for nurses, with two consecutive days off, has become standard practice in California, precisely because enough nurses in CSNA urged this working reform organizationally.

Many nurses who now enjoy the five-day, 40-hour week, with a consecutive 8-hour work day feel that these are the greatest "improvements" effected by CSNA's economic security program.

BETTER EMPLOYMENT CONDITIONS

Many improvements in working conditions of nurses have been effected by CSNA and are now accepted practice. Other improvements CSNA is still working to secure.

Through CSNA efforts, *cash salaries* have largely replaced the system of pay which was partly in the form of perquisites such as room, board and laundry.

The number of *holidays* has been increased.

A longer *vacation with pay* is a goal which CSNA is trying to realize for its members.

Sick leave with pay is now an accepted standard practice; longer sick leave and accumulation of sick leave are being sought.

CSNA standards call for the progressive development of a program which will assure the nurse adequate health protection. The cooperative interest of hospitals and health agencies in this program is demonstrated by the fact that they are gradually increasing the extent of health protection offered the nurse.

CSNA's goal is to arrange, in every nursing staff, machinery for channeling to management any dissatisfactions with working environment and thus iron out personnel misunderstandings or injustices. This is known as *grievance machinery* and is incorporated in all CSNA contracts.

CSNA'S TWO-POINT PROGRAM

CSNA maintains a dynamic two-point program of activities, one designed directly to serve the public interests, the other to offer protective services to the individual R. N.

The California State Nurses' Association is an association of professional people. As a professional organization, it recognizes that its first responsibility is the establishment and maintenance of standards of professional preparation and competency which will assure the public safe and satisfactory nursing service. *stds*

Also, since CSNA believes that the economic and professional welfare of nurses directly conditions the quality of nursing service offered the public, it is the conviction of the CSNA that its second major responsibility as a professional organization is the securing of satisfactory employment conditions of nurses. It believes that the development and maintenance of a high quality of nursing service to the public is directly dependent upon economic factors, for only if employment conditions for nurses are satisfactory will it be possible to: *conditions*

- 1) attract promising young women into the profession;

- 2) keep the R. N. within the ranks of the profession ;
- 3) assure the best possible professional performance of each individual nurse.

CSNA is not a labor union ; it has no labor union affiliations. CSNA rejects the strike and other traditional pressure methods used by unions. CSNA forbids dual membership, that is, simultaneous membership in CSNA and any other collective bargaining group.

For the implementation of its standards, the CSNA relies upon the effective organization of its members ; upon the winning of public understanding and support through the maintenance of a dynamic public relations program ; through the effective use of a staff of experts and specialists, such as attorneys specialized in the field of employer-employee relationships, research analysts, statisticians, public relations counselors, and a staff of R. N. specialists ; and through the use of the techniques of negotiation and of formal appeals to public jurisdictions.

TELLING OUR STORY

Public understanding and support are indispensable to winning our goals. The CSNA has, therefore, devoted constant attention to improving the public relations of the nursing profession in California.

The public's latent sympathy for the aims of organized nursing, demonstrated repeatedly in public opinion polls, has been converted to active support, and this support has materially strengthened CSNA's position in striving for higher economic standards for nurses. Many persons believe the public's increasing awareness of the nursing profession and its needs is one of the outstanding recent accomplishments of the profession.

One of the goals of CSNA is the constant improvement of relations existing between the nursing profession, the medical profession, and allied professions. The CSNA will continue to make the public and the other professions partners in the common endeavor to provide ever better nursing care for the sick.

NURSES FIGHT HARMFUL LAWS

CSNA can, and does, favor legislation that helps nursing and nurses, and opposes, successfully, bills which harm the profession. By so doing, and by helping to solve economic problems, CSNA can help to speed the recovery of the profession from the acute shortage that menaces the State and nation.

During the 1947 session of the legislature in the state capital at Sacramento, the CSNA mobilized a statewide campaign in which every community joined to fight several dangerous bills af-

fecting the standards of nursing in this State.

It defeated an attempt to lift the lid off working hours for student nurses—a bill which would have opened the doors to vicious exploitation of students.

It also headed off a threat to reduce California nursing standards to the lowest in the nation by allowing unlimited registration reciprocity, regardless of requirements in out-of-state nursing schools. The bill which finally passed was denatured of its elements dangerous to nursing.

OTHER SERVICES, TOO

In addition to its economic security and legislative activities the CSNA offers its members many other services. Among them, it:

Maintains a staff of nurses in the field for consultation and assistance to members and districts on professional and employment problems.

Maintains a research department and bureau of information to collect and compile up-to-date facts, available to members, on all matters affecting the practice of nursing and the economic security program.

Maintains a full-time staff attorney and other legal counsel for expert legal advice on all matters affecting the status of the nursing profession and the economic security program.

Keeps the public informed through statewide news channels of the aims and aspirations of the nursing profession and its economic and professional needs.

Gives supportive assistance, particularly through the CSNA legislative program, to the Board of Nurse Examiners and the California League of Nursing Education relative to the Nursing Practice Act and standards of nursing education.

Represents the nursing profession in relationships with other professional and citizen organizations.

Publishes a monthly Bulletin, schedules of employment standards, and other publications on nursing questions.

Maintains a state placement and counseling service which is coordinated with the American Nurses' Association service and operates locally through the 19 district professional registries.

YOUR ASSOCIATION

On state and district levels, the CSNA is a voluntary association of professionals for mutual benefit and improvement through a twofold program of advancing professional standards in nursing and promoting adequate economic security as a realistic foundation for personal and professional success.

Most activities take place on the district level, coordinated by the State Office of the CS-NA. Each district works for the best interests of the nurses of the district and keeps the community informed, through its public relations committee, of the objectives and aspirations of organized nursing.

Officers of the state and the district associations are chosen at all times by elective methods, with complete control always in the hands of the members.

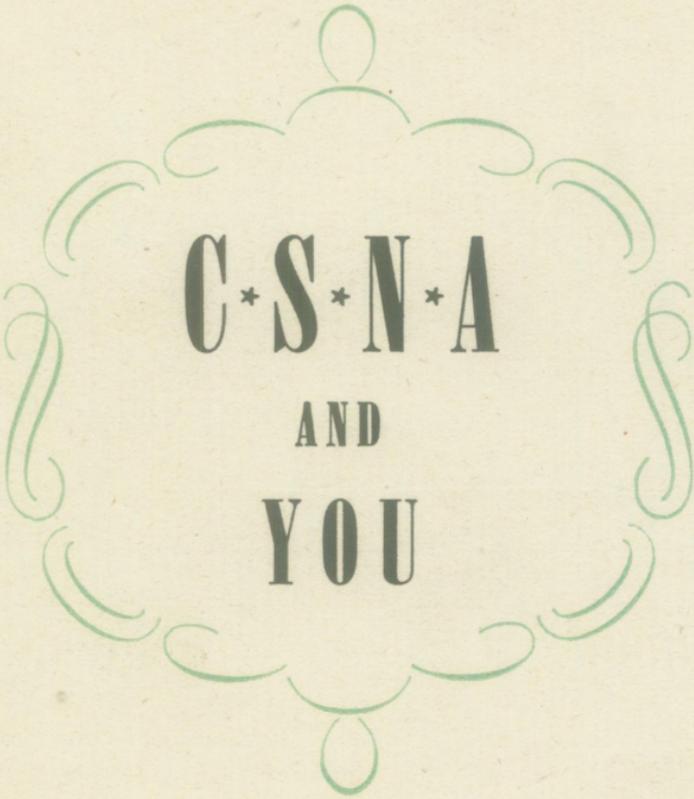
C*S*N*A and YOU



CSNA is composed of the individual members. You are CSNA and CSNA is you. The organization works for you and carries out your desires. It is maintained through the dues you pay. These dues make possible the employment of a large staff of specialists and experts, all of whom are employed by you, to work for you, and to serve you and your interests.

The Administrative and Consulting Staff of CSNA consists of: 7 registered nurses, 3 attorneys (1 full time), public relations counselors, 2 research analysts (1 full time), 1 research clerk, 2 editorial assistants, 1 bookkeeper, and 8 stenographers and clerical workers.

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AND

YOU