



PNAA Position Statement: English-only Rule in the Workplace

Summary: The Philippine Nurses Association of America (PNAA) strongly advocates for a workplace environment that supports the integration of human rights principle of equality and non-discrimination: All individuals are equal as human beings and by virtue of the inherent dignity of each human person. No one, therefore, should suffer discrimination on the basis of race, colour, ethnicity, gender, age, language, sexual orientation, religion, political or other opinion, national, social or geographical origin, disability, birth or other status as established by human rights standards.

PNAA commends the U. S. Equal Employment Opportunity Commission (EEOC) and the Asian Pacific American Legal Center (APALC) position on behalf of a class of approximately 70 Filipino-American hospital workers in Delano Regional Medical Center (DRMC), an acute care hospital in California's San Joaquin Valley.

PNAA recommends that the adoption and implementation of the English-only rule by a healthcare organization should address the following:

1. Promote diversity in the workplace and recognize that many employees speak multiple languages. Employees have the right to communicate with each other in a language of their choice when not engaged in direct communication with, or while providing care and services, to a patient.
2. Include English-only Policy as part of the orientation process at the beginning of employment for all employees. Use of the rule should identify specific circumstances or situations where business necessity to speak English-only is clearly delineated and identified i.e. patient care areas (nursing station, patient rooms, hospital hallway/elevators) versus non-patient care areas (break rooms, bathroom, parking garage). Progressive discipline policy for non-compliance should be clear.
3. Develop and implement educational programs and acculturation support for foreign-educated nurse for professional development and increase teamwork as part of Human Resources Department's initiative.

Background:

A group of Filipino nurses who alleged that they were the targets of harassing comments, undue scrutiny and discipline particularly when speaking with a Filipino accent or in Filipino languages, like

Tagalog or Ilocano won a nearly \$1-million settlement against a Central California hospital on September 17, 2012. The hostile work environment stemmed from a 2006 meeting in which the chief executive officer and hospital management called only Filipino-American staff to a meeting and threatened them about the consequences of not complying with the hospital's English-only language policy, including the installation of surveillance equipment to monitor their conversations. No other groups



were targeted in the meeting. The policy allegedly required employees to speak in English except when speaking to a patient with other language needs or during break time.

Rather than enforcing the policy with all staff, the EEOC asserted that solely Filipino-American staff was disciplined for alleged infractions and constantly monitored for enforcement of the policy. Non-Filipino staff who routinely spoke languages other than English – such as Spanish – on the job were not disciplined or harassed as a result. Ultimately, about 115 Filipino-American workers signed a petition reporting the discrimination and harassment to top-level hospital management. However, hospital management continuously failed to investigate the allegations or take any action to stop it for an extensive period of time thereafter.

The EEOC filed suit against the hospital in August 2010 in U.S. District Court for the Eastern District of California (*EEOC v. Central Foundation for Health d/b/a Delano Regional Medical Center, Case No. 10-CV-01492-LJO-JLT*). The EEOC argued

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Call for Manuscripts - Journal of the Philippine Nurses Association of America (JPNAA) - Winter Issue 2012

The Editorial Board, Advisory Council and Editorial Staff of the JPNAA invite nurses to submit manuscripts to be considered for publication in the Winter 2012 issue. Submissions can be in the form of research studies, evidence-based practice projects, clinical case studies, quality management initiatives, or systematic reviews of published researches. Topics to be considered in this issue should focus on the theme, "Nursing's Response to Local, National and Global Health Issues: Trends, Technologies, Modalities and Challenges." Topics that might be considered in this journal issue might include specific projects that highlight trends, technologies,

current modalities & challenges as nursing's response to local, national, and global health issues. Some examples of local health issues include the overutilization and overcrowding of EDs for non-emergent cases, transitional care, medical homes, proliferation of homelessness; national issues might include childhood obesity, federally-qualified health centers, increased incidence of DM among Asian-Americans, Hispanic-Americans, and African-Americans; and global issues might include HIV & AIDS, malnutrition, and increased infant mortality rate. The deadline for manuscript submission is October 31, 2012. Send your submissions or inquiries to jpnaa01@gmail.com

PNAA Position | **FROM PAGE 1** | that this conduct violated Title VII of the Civil Rights Act of 1964. Thereafter, on Jan. 18, 2011, APALC partnered with the EEOC, intervening in the EEOC's lawsuit and bringing forth its own lawsuit on behalf of several more alleged victims.

As part of the settlement, the parties entered into a three-year consent decree requiring DRMC to pay \$975,000 in monetary relief, to develop strong protocols for handling harassment and discrimination, and to adopt a language policy that complies with Title VII. The hospital further agreed to hire an EEO monitor to assist Delano to comply with the terms of the agreement; to revise policies and procedures; and, to conduct anti-harassment and anti-discrimination training for all staff with additional training for supervisors. The hospital will submit reports to the EEOC and will post a notice on the matter. The EEOC will monitor compliance with the consent decree.



<http://www.eeoc.gov/eeoc/newsroom/release/9-17-12a.cfm>

Prepared by:

Dr Germina Risos-Rio, PNAA Legislative Chair, 9/20/12

Collaborated by:

Victoria Navarro, PNAA President

Marife Sevilla, PNAA Human Rights Committee Chair

Lourdes Nisperos, PNAA VP Western Region

Rosario-May Mayor, PNAA Past President

Reviewed by:

Arnedo Valera, ESQ, Legal Counsel

Approved by: PNAA Executive Board, **Recommended by:** PNAA Human Rights Chair & Committee Members, PNAA Legislative Committee Members: Dr. Marife Aczon-Armstrong (WR), Erlinda Gonzales (NCR), Nelson Tuazon (SCR), Marissa Usman (ER).

Call for Manuscripts JPNAA, Winter, 2012 Issue DUE DATE: 31 October 2012

The **Journal of the Philippine Nurses Association of America** (JPNAA) invites submission of manuscripts to be considered for publication. The JPNAA is particularly targeting the attention of nurses in academe, practice settings, research facilities, students, or those wanting to share their research and evidence-based practice studies to the general nursing community.

The theme of the Winter 2012 issue is ***“Nursing’s Response to Local, National & Global Health Issues: Trends, Technologies, Modalities & Challenges.”*** This journal issue might include specific projects that highlight trends, technologies, current modalities & challenges as nursing’s response to local, national, and global health issues. Some examples of local health issues include the overutilization and overcrowding of EDs for non-emergent cases, transitional care, medical homes, proliferation of homelessness; national issues might include childhood obesity, federally-qualified health centers, increased incidence of DM among Asian-Americans, Hispanic-Americans, and African-Americans; and global issues might include HIV & AIDS, malnutrition, and increased infant mortality rate. The deadline for submission for this issue is **Wednesday, October 31, 2012**. Author guidelines and submission forms are available at www.pnaa.org. Inquiries and submissions can be sent via email to jpnaa01@gmail.com.

Call for Manuscripts JPNAA, Spring 2013 Issue Due date: 15 December 2012

The **Journal of the Philippine Nurses Association of America** (JPNAA) invites submission of manuscripts to be considered for publication. The JPNAA is particularly targeting the attention of nurses in academe, practice settings, research facilities, students, or those wanting to share their research and evidence-based practice studies to the general nursing community.

The theme of the Spring 2013 issue is ***“Nursing & Healthcare Strategies for Self-Care Management & Empowerment.”*** This journal issue might include manuscripts that describe strategies to empower communities of patients and/or people to develop, integrate, navigate, & maintain a culture of self-care management and engagement. These examples are non-inclusive but can be anything about or around similar topics, i.e., patient teachings, as it pertain to various patient issues such as cultural competency, low literacy, engaging patients to wellness (and specific to any illness), patient empowerment to advocate and care for themselves, health behavior change programs, patient-centered and patient-focused self-care educational projects, etc. The deadline for submission for this issue is **Saturday, December 15, 2012**. Author guidelines and submission forms are available at www.pnaa.org. Inquiries and submissions can be sent via email to jpnaa01@gmail.com.

Philippine Nurses Association of Central California (PNACC) Seminar, General Assembly and Election

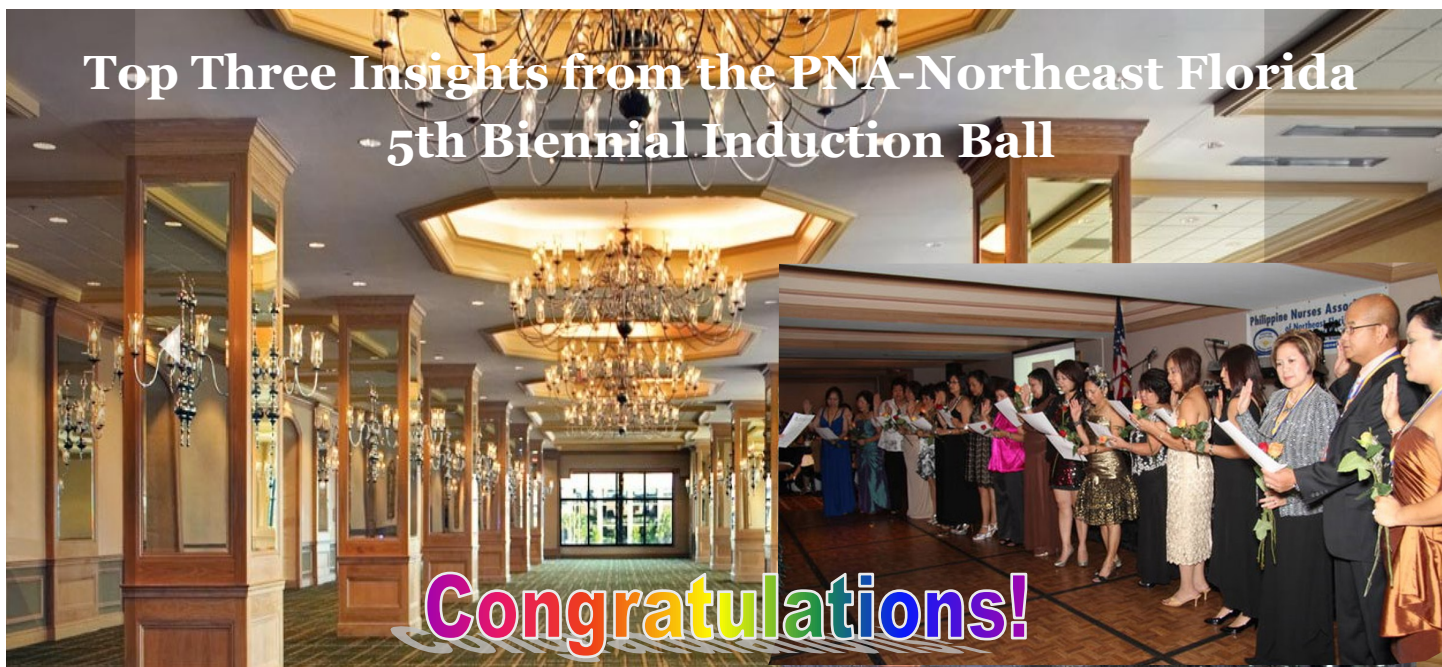


Dr. Hani Khouzam, Guest Speaker, addresses PNACC Seminar participants on September 8, 2012

The Philippine Nurses Association of Central California (PNACC) conducted a seminar entitled: “Holistic Approach: Strategies for Healthy Mind, Body and Spirit.” It was held on Saturday, September 8, 2012 in the new modernized Conference Room of Fresno City College, Health Science Building, Fresno, CA from 7:00 AM -12:30 PM and then lunch followed. The seminar was very successful and the guest speaker was Dr. Hani Khouzam, a dynamic and well known national and international speaker, Professor of Psychiatry at the University of California in San Francisco, Fresno Medical Education and Medical Director of Chemical Dependency and Treatment Program at the VA Central California Health Care System. He spoke on the impact of human spirituality on the physical and emotional well being of the individual, family and community. It was followed by a panel discussion and speakers were: Elnora Bugay, MSN, RN Faculty Member of the Nursing Department at Fresno City College, Fresno, CA, Lourdes Nisperos, MSN, RN, President PNACC / PNAA Vice President, Western Region and Dr. Hani Khouzam. The panel discussed the “Coping strategies to maintain healthy mind, body and spirit that impact the individual, family and community.” It was a very successful seminar and was approved for 4 contact hours by the California Board of Nursing, Provider # 59. In the afternoon from 1:30 pm -3:30 pm Lourdes Nisperos, PNACC President conducted a successful PNACC General Assembly. The election winners from 11/2012-11/2014 were announced by PNACC NOMELEC Chair, Maricon Esteban. The elected Officers are: Nancy Hoff, President; Sally Wee, President- Elect; Rizza Elep, Vice President; Mila Nino, Secretary; Leonor Baruela, Treasurer; Ramon Barcenilla, Auditor; Board of Directors : Cecille Utleg, Elnora Bugay,

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Top Three Insights from the PNA-Northeast Florida 5th Biennial Induction Ball



Velía Callao, BSN, RN, CNOR

President, PNA North East Florida

The PNANEF held its 5th Biennial Induction Gala on Saturday, September 8th, 2012 at Hyatt Regency-Downtown, Jacksonville, Florida. Over 280 guests enjoyed a superb sit-down formal dinner with entertainment and live band music and gift cards.

The event's highlight was the induction of Velía Callao as the 2012-2014 President of PNANEF and her Executive Board by Merlita Velasquez, PNA Executive Director and Pamela Windle, PNA South Central Region (SCR) Vice President, who delivered a heartfelt inspirational message. It was truly a delight to experience profound support from the SCR friends and delegation consisting of Pres. Ghie Alagano, PNA Central Florida; Pres. Ariel Zabala, PNA Tampa; and Pres. Venus Soriano, PNA Georgia and their respective Executive Board members.

The outgoing 2010-2012 President Gemma Rio was recognized for her accomplishments. She animated enthusiasm as she is now involved as the chair of the PNA Legislative Committee and surprised the guests when she lead the PNANEF board members with a Zumba dance.

In President Velía Callao's acceptance speech, she presented her mantra as "Approaching an Era of Social Actions through Strategy, Sustainability and Synergy" which echo's PNA President Vicki Navarro's mantra for the next two (2) years. After an elegant dining and inspirational program, the energized guests spent the night dancing, singing and laughing. The celebration continued until the following day with a church service and excellent brunch with the board members, family, friends and faithful SCR guests!



Philippine Nurses Association of Northeast Florida, Inc. 5th Biennial 2012-2014 Induction of Officers, September 8, 2012, HyattRegency Riverfront Hotel, Jacksonville, Florida. Front: Lilibeth Cuevas (Treasurer), Daphne Viray (President-elect), Velía Callao (President), Merlita Velasquez (PNA Executive Director), Pamela Windle (SCR Vice-President), Romeo De Vera (Advisor, PNA Board of Director), Shaine Canlas (Secretary), Lina Carvajal (Board Member), Celeste Matito (Board Member), Paz David (Board Member), Celeste Mansfield (Treasurer), Violeta West (Vice-President), Lina Manarang, Edna Merza (Board Member), Lydia Garcia (Board Member), Erlinda Flores, Dolly Palompo, Tess Jocson Board Member, Vicky Ermitano (Board Member), Tess Stapleton (Board Member), Pat Palompo and Julius Matito.

A September to Remember

PNANJ's Hall of Excellence seems endless. Our newest additions:

Beth Campos, Past President of Ocean County, who has been selected as an Item Writer by the NCSBN to be held in Chicago on October 15-18, 2012.

Rose Santee (PNANJ Past President) and Barbara Chamberlain (Honorary members) are Recipients of 2012 New Jersey League for Nursing (NJLN) Nurse Recognition Award.

NJSNA/IFN Divas 2012:

Susan G. Castor, Chief Nursing Officer, HealthSouth Rehabilitation Hospital, Toms River (Former PNANJ President)
Maria Lapid— Administrator, Green Acres Manor (Former PNANJ President)
Barbara Chamberlain—Director, Continuing Education/HRET (Retired), Consultant, Master Trainer Team STEPPS (PNANJ Honorary Member)

September 14, 2012- PNANJ Morris subchapter held its Fundraising Dinner Dance at the Rockaway Hilton Garden Hotel, NJ. It was really an evening of fun with great music and lots of line dancing from the DJ. Even with medical restrictions, Arlin Fidellaga (Choreographer) & Charlie Pardo with members of Kasiyahan Dancers entertained us with their version of "Footloose" wearing cowboy hats, boots and denim shorts. Belle ended the night with her rendition of Last Dance.



Annual Scholarship & Awards Night, Marriott Newark Liberty Airport

Sept. 21, 2012 | PNANJ once again held a successful Awards Night with more than 200 attendees from Consul General Mario de Leon & wife Eleanor, CEOs and CNOs of different healthcare agencies in New Jersey, president and officers of other professional organizations, deans, faculty, friends and families of the awardees and supporters of PNANJ. Majuvy Sulse, PNANJ President opened the night with a welcome address depicting the theme: PNANJ Sustaining and Celebration Excellence. Majuvy described why PNANJ deserves to have a lead spot in PNAA- PNANJ's sustained high membership (1005 members as of September 20, 2012), numerous membership awards / recognitions at local, regional, and national levels, diverse and current services offered to members to name a few.

PNAA ER Vice president Dino Doliente III gave a welcome address then introduced the guest speaker PNAA President Vicky Navarro, who informed the crowd of two most current issues: the recent PRC regulations on Filipino Medical & Surgical Mission as well as the newly concluded case of Filipino-American hospital workers in Delano Regional Medical Center (DRMC) English-only rule in the workplace.

The night's highlight was the awarding of scholarship and 6 CARE Awardees emerged out of the 7 categories. PNANJ also celebrated a milestone as the 11th new subchapter –Hudson County Subchapter with 39 members was welcomed and its officers inducted along with 2 other subchapters: Essex and Somerset Subchapters. Other highlights of the evening were: a) the repeat performance of the "Footloose" dancers, showing off their winning moves and team spirits that won them the trophy during the PNAA Networking Night in San Antonio, Texas; and b) the fashion show of the classy ladies who wore a variety of Filipiniana dresses – from the simple to the elaborate handicraft. The pageantry boasts of a rich heritage, multi-cultural influences, and the Filipinos' penchant for subtle elegance and finer things in life.

2012 PNANJ CARE Awardees



Teresa E. Damito, BSN, RN
(Middlesex Subchapter)
PNANJ 2012
Clinical Nurse of the Year



Grace C. Vickerie, BSN, RN-BC, CDONA, WCC
(Bergen Subchapter)
PNANJ 2012
Nurse Administrator of the Year



Elisa P. Green, MSN, RN, APN-BC
(Morris Subchapter)
PNANJ 2012
Advance Practice Nurse of the Year



M. Celeste Wayne, MSN, RN, CCRN, CNE
(Morris Subchapter)
PNANJ 2012
Nurse Educator of the Year



Rachel B. Baldomar, BSN, RN
(Atlantic/Cape May Subchapter)
PNANJ 2012
Community Service of the Year



Rhoda R. Redulla, DNP, RN
(Gloucester Subchapter)
PNANJ 2012
Nurse Researcher of the Year

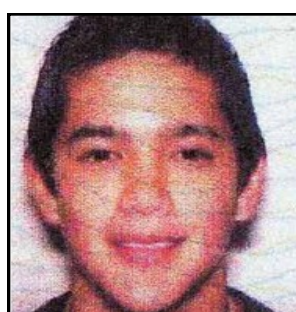
2012 PNANJ Scholars



Laura Garcia MA, MSN, RN
2012 Scholarship Winner
Doctoral Degree Category



Mildred Cruz, BSN, RN, BC
2012 Scholarship
Master's Degree Category



Anthony Michael Corso
(Ocean County)
2012 Scholarship Winner
Pre-Licensure category.



Lovegem Dizon Santillan
2012 Scholarship Winner
Pre-Licensure
Degree category

PNANJ

Congratulations!



*Induction of 11th Subchapter
Officers
Hudson County Subchapter
September 21, 2012*

*Induction
of
Essex and Somerset
Subchapter Officers
>>>>*



*<<<<
SCHOLARSHIP AWARDEES*

PNA NY Awardees

New York

congratulations!



Presidential Awardees 2012



Leonila Quinones
Executive Board of the Year Award



Cindy Margalit
President's Service Achievement Award



Edmund Mercado, RN
Liaison Coordinator of the Year Award

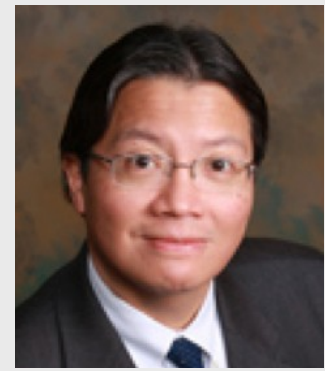
Nursing Excellence Awardees 2012



Fidelindo Lim, MA, RN
Nurse Educator Award



Emerson Ea, DNP, RN
Nurse Researcher Award



Angelo Reyes, MD
Honorary Membership Award

PNA-NY Holds its Biennial Induction and Awards Gala



By: Vernie Bacolot, MS, RN-BC | PNA-NY President, 2012-2014

The Trianon Ballroom at Hilton Hotel, New York was transformed into the perfect setting for PNA-NY's Biennial Induction and Awards Gala held on September 22, 2012. It was well attended with 274 guests from hospitals, skilled nursing facilities and other organizations. PNA-NY was fortunate to have in attendance Consul General Mario De Leon, inducting officer, Vicky Navarro, PNAA President, Leticia Hermosa, PNAA President-Elect, Dino Doliente, PNAA VP Eastern Region, and Jennifer Aying, PNAA Board Member. Also in attendance were Majuvy Sulse, PNANJ President, past PNANJ Presidents – Susan Castor, Marley Nicolas, Madelyn Yu, and Nini Jurado, hospital and skilled nursing facility administrators and nursing leaders, colleagues, and friends.

The theme for the evening "PNA-NY...Leading the Way to Excellence" was highlighted by the keynote speech of Wilhelmina Manzano, who imparted the message that nursing leadership is key towards excellence. Vernie Bacolot, in her inaugural speech articulated PNA-NY's focus in the next two (2) years will be on programs that will enhance excellence in practice in all areas of work environment, promote career and leadership development, increase participation in research as well as community outreach. Highlights also include the awards ceremony for Dr. Angelo Reyes, distinguished Honorary Membership Award, Fidelindo Lim, Excellence in Nursing Education, Emerson Ea, Excellence in Nursing Research, and Presidential Awards – Leony Quinones, Executive Board of the Year, Cynthia Margalit, President's Service Award and Edmund Mercado, Liaison Coordinator Award.

The night was well orchestrated with the music of D'Ultrasonics Band and a surprise number from Willie Manzano, with her rendition of "Will You Still Love Me Tomorrow." Guests graced the dance floor with the beat of the music. Last but not the least, was the induction of the PNA-NY Officers for 2012-2014 by Consul General Mario De Leon.



President	Veneranda Bacolot, MS, RN-BC
President-Elect	Cynthia Margalit, MSA, RN
Vice President	Carmen Meliton, RN, CFS, MSOL
Recording Secretary	Lorelei Belardo, MS, RN
Corres. Secretary	Rebecca Canaliya, BSN, RN
Treasurer	Leonila Quinones, MA, RN
Treasurer-Elect	Corazon Sy, RN, MA, CNA
Auditor	Annabelle Abano, MSN, RN, PNP
Board of Directors	Archie Buagas, MSN, FNP
	Beth Nacional, BSN, RN
	Edmund Mercado, RN
	Ian Saldares, MPA, BSN, RN, CCRN
	Marie Ortaliz, BSN, MS, RN, CCRN
	Melrene De Chavez, MA, RN
	Norma Ondoy, MA, RN
	Tita Aguilar-Niere, RN, CEN, MS, NE-BC
	Warly Remegio, RN

My Congratulations to all the recipients of Nurse Excellence Awards and to PNA-NY Executive Officers 2012-2014 !

Philippine Nurses Association of Central California (PNACC) Seminar



FROM PAGE 3 | Victoria Balane-Baxter, Luz Newell, Lorna Romero, Analisa Rafanan, Fermina Rivera, Glenda Robles.

On behalf of the PNACC 2010-2012 Executive Board and Members, Lourdes Nisperos, President thanked Elnora Bugay for coordinating the use of Fresno City College facility, also thanked the Executive Board and the different committees of this event and to everyone for attending the seminar. She also congratulated the newly elected Officers and Board Members. The 4 appointed positions will be made prior to the PNACC 23rd Anniversary, Induction, Scholarship and Excellence Awards scheduled on Saturday, November 3, 2012 at 6:00 pm at the University Square Hotel, Fresno, California.

Cultural / Community Relations

Dear Kababayans and Friends:

The Philippines' National Commission on Culture and the Arts (NCCA) is holding a Photo Essay Contest in honor of Overseas Filipinos with the theme "A Day in the Life of an Overseas Filipino: Stories of Excellence, Ingenuity, Patience, Hard Work, and Success"

The contest is open to all Filipinos based overseas, including migrant workers, immigrants, second and third generation Filipinos Overseas and Former Filipino citizens, age 13 years old and above. All entries shall be submitted via email to the NCCA at intl_affairs@ncca.gov.ph. Deadline for submission of entries is on 15 October 2012.

For more details please check the NCCA website at www.ncca.gov.ph. The contact person at the NCCA is Ms. Veronica D. Amboni at tel numbers (632) 5272206 and (605) 5272192 loc 614

Thank you.

Philippine Consulate General in New York



★ Upcoming Events ★

PNAGA

September 29, 2012 | Saturday @ 9:00 AM

First Walkathon for members and their families

Venue: Silver Comet Trail, Smyrna, Georgia

October 5, 2012 | Friday @ 6:00 PM

Free Dinner/Lecture on Federal Guideline for Pneumovax and Flu Vaccine

Venue: Maggiano's Little Italy

1601 Cumberland Mall, SE suite 206, Atlanta, Georgia

November 2, 2012, Friday @ 7:30 PM

Fall Education Seminar

Venue: Wellstar Development Center

2000 South Park Place SE, Atlanta, Georgia

PNAGF

October 6, 2012 | **PNAGF & Friends Musicale 2012**

New Port Richey, Florida.

November 3, 2012 | **First PNAGF Teleconference**

6th Executive Board Meeting

November 17, 2012 | **PNAGF General Membership Meeting at the Park** (prospective sponsor Gilead)

in Anderson Park, Tarpon Springs, Florida.

December 7, 2012 | **PNAGF Annual Scholarship and CARE Awards** night at Innisbrook, A Salamander Golf and Spa Resort Palm Harbor, Florida

Philippine Nurses Association of America

15th Eastern Regional Convention

Hosted by
Philippine Nurses of Virginia

November 9-10, 2012

Colonial Williamsburg Lodge
310 South England St. | Williamsburg, VA 23185
Register at: <https://resweb.passkey.com/go/18249>
Hotel Info Phone: 252-253-2277 Toll Free: 800-447-8679

15th Eastern Regional Convention

The Philippine Nurses Association of America, Inc.

November 9-10, 2012

at Colonial Williamsburg Lodge.

Hosted by: Philippine Nurses of Virginia

Bea Sazon, President | ohsazon@cox.net

Save the Date!

34TH ANNUAL NATIONAL CONVENTION
JULY 24-28, 2013
RENAISSANCE CLEVELAND HOTEL
24 PUBLIC SQUARE
CLEVELAND, OHIO 44113

STRATEGIC SYNERGISTIC SOCIAL ACTION
Empowerment and Collaboration

PHILIPPINE NURSES ASSOCIATION OF AMERICA, INC.
HOSTED BY PHILIPPINE NURSES ASSOCIATION OF OHIO, INC.

PNAA 2013 Conference

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