



Transparency- April 2011 Edition UNAC/UHCP South Bay

Unionunac@gmail.com Questions for your officers?

ineedaunacrep@gmail.com Need representation?

We Respond Within 24 Hours

The South Bay Transparency monthly news letter has been created for you the membership of UNAC/UHCP in an effort to keep you informed of the summary of events that have taken place at our facility as well as to provide you with information that directly affects you, your co-workers and our workplace. Your South Bay UNAC/UHCP Officers, State Representative, and Contract Specialist are working hard and in your best interest, there is no hidden agenda, all questions are welcome.

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1. A message from Angela Gonzalez, RN Hospital President

My name is Angela Gonzalez, RN and I work on the 4000 unit. I served as your contract specialist in 2010 and found that experience prepared me to handle many issues that directly impact patient care and the entire scope of the contract. First let me extend my gratitude for the past officers leadership and say that this current group of officers is committed to representing your needs and interests. My goals as your hospital president include the following:

- ✦ Represent members who have issues but I can not do this alone, so we are actively growing our steward list and the goal is a steward on every unit every shift.
- ✦ Make sure that we are represented on all of the LMP meetings and have a fully functioning inpatient Registered Nurse Committee (RNC).
- ✦ Make this medical the first one to meet all of the PSP goals and get the maximum payout.
- ✦ Make sure that you see your union leaders are engaged by rounding on your units, being a part of local events, represent you at regional and CKPU meetings, and listening to your concerns and issues.

2. A message from Mary Ann Martin, RN Clinic President:

My name is Mary Ann Martin, and I work in the Dermatology clinic as a RN. Before Dermatology I worked in Radiology/Interventional Radiology, and the Emergency Department here at Kaiser South Bay. I have worked extra in the PACU, Gardena clinic in the past, and the after hours clinic presently. Besides working here at Kaiser for almost twenty nine years, I have worked as a med-surg, ICU/open heart, camp nurse, flight nurse, and clinic nurse in the past. I understand the staff nurses job because I am one of you and have worked with the PAs and RNPs throughout the years. I have been the clinic president here at South Bay for seventeen years now and have seen our local union membership grow to almost 800 members here at South Bay due to the growth of our hospital and clinics. As we move forward this year I would like to encourage all of you to think about updating your beneficiaries. Pay raises are one of many benefits negotiated by your union, but its not the only benefit offered to us. I would like to encourage you to take advantage and review all of the benefits that are available As a reminder, there are four (4) forms that need to be updated and submitted from time to time, they include:

- ⤴ Final paycheck beneficiary designation form 3195
- ⤴ Metlife form 0608
- ⤴ Beneficiary designation survivor assistance form 3130
- ⤴ Vanguard if you have a 401k.

I voted to join the LMP many years ago, because I saw this as an opportunity to make our union and Kaiser Permanente grow together to become strong and best place to work in the country. We have achieved many successes over the years and more to come. We can only do this with your help and input. **WE are ALL the union**. The officers are encouraging you to become a steward or join your department's UBT, so you have a voice and help improve your work area. We can only do this with your assistance.

I see and meet many new members who have chosen to work here. I want to see you grow and stay here, because I really feel this is the best place to work. This is why I got involved. Do I feel that I made a difference at Kaiser Permanente and UNAC/UHCP over the years? Yes. I want you to make a difference, too. Look at your long term benefits beside your pay and health care. Not many hospitals offer a pension plan and a 401k any more. This is a benefit that was negotiated for you through our union.

Ask your friends who work at other hospitals about their pension plans if they even have one.

I hear the members say that they are busy with their personal lives and work, so how can they do more? All the officers have the same issues, but somehow we balance our lives with involvement to improve our work life where most of us spend many waking hours together over the course of our careers.

First, I am asking is that every member do one small activity that you can spare. Imagine if all the hundreds of members did one thing! How much would that help improve our work areas and our lives. How can you not take time out for that? The first step is to take the Basic Labor class that we hold throughout the year here in campus to learn more about your union. CEUs are offered for the class and you can use one of your education days for paid time. I have helped negotiate four contracts. There is great stuff in there beside our pay and benefits. The rest is about our voice and working conditions. Knowledge is power. Know your contact!

Secondly, attend a local union meeting or talk with your union officer and contract specialist when we round through your department. Thank you for voting me to be your union clinic president. I always try to do my best for my patients and union members. Think LMP everyday and continue to Thrive.

3. A message from Teresa Alcalá, RN Treasurer

Have you noticed a change in the kinds of food provided at UNAC events? Your union has paired up with Healthy Workforce and we are committed to supporting healthy living. From now, you will enjoy healthy food from vendors such as Cornerstone Bakery or Lisa's Bon Appetite in lieu of fatty foods such as donuts and Philipo's Pizza. I have made an attempt to give some of *your* union dues back by giving you UNAC branded pedometers, great food, Kaiser brand store gifts for new RN employees and more. I am always looking for opportunities for you to enjoy being part of your union. If you are interested in being a part of my financial committee to review and approve the financial records, please email me at unionunac@gmail.com.

Benefits negotiated by your union:

- ✓ Extra money \$\$\$: Kaiser has sent notification of a 1% contribution to our 401K plans. Thanks to all of our hard work, Kaiser continues to be a successful organization and we are reaping the benefits. Contributions to our 401K appeared on the March 25, 2011 pay statements. These contributions will not impact retirement account balances for another two weeks.
- ✓ Thinking about going back to school? Check out <http://insidekp.kp.org/myhr> and click on tuition reimbursement for details. Up to \$2000/yr reimbursement from Kaiser to further or advance your education has been negotiated in your UNAC contract.
- ✓ Performance Sharing Payout: \$1468.14 Great Job!
- ✓ We are in the midst of tax time. Don't forget to claim your union dues and uniform expenses in your 2010 taxes.
- ✓ CE direct: Now you are able to obtain free CEU's by registering onto CE direct. This benefit is part of the Ben Hudnall trust fund and has been negotiated for you by your union. If you have not yet registered please contact us at Unionunac@gmail.com for more information.

4. Welcome New Employee's:

Welcome all new employees! It is our goal to promote a supportive workplace environment. Please help orient and guide your new team members for a successful start here at South Bay. Keeping our units staffed accordingly is essential especially when you are sick or need to go to vacation, or utilize education or life balance days. Some of these people are brand new employees and some are transfers that have been with Kaiser since December 2010. We do not get this information in real time, so there may be some delay. If you are a new employee, and your name is not please contact us and we will add your name to our next newsletter, again welcome!

1. Lauren Wilson, RN FCC
2. Hugo Guadian, RN SDU
3. Roan Navarra, RN Emergency
4. Janet Tyree, RN Labor and Delivery
5. Brianne Shaw, RN Infusion Center
6. Margarita Sanchez, RN Emergency
7. Mylinh Phan, RN Clinic
8. Rita Muscarella, RN Clinic
9. Abbery McRoberts, RN Clinic
10. Jenise Yoon, RN Clinic
11. Charity Barnum, RN Clinic
12. Judy Arnold, RN Palliative Care
13. Jenise Han, RN Nuclear Medicine/Stress Test

- 14. Sylvia Hernandez, RN Emergency
- 15. Tasha Waller, RN Urgent Care

PS: 6 (six) Certified Nurse Assistants are currently in New Employee Orientation.

5. A message from Irma Bermudez RN 2011 Contract Specialist:

Monthly attendance reviews are done in partnership with management as per the National Agreement. UNAC sits in the attendance review process to review employee attendance calendars alongside your managers and the attendance manager Celine Musaza. We would like to thank you all for filling out staffing objections. We will continue to collect these forms on a regular basis and present the information in the RN committee meeting. UNAC continues to push negotiated ratios. Please keep in mind sick calls directly affect staffing and ratios, work loads, safety, and our members. Below you will find a summary of the sick call usage in hours since the the beginning of the year.

SICK CALL USAGE (NUMBER OF HOURS PER MONTH)

Month	ICU	SDU	Hemo	2000	2300	2200	3000	4000	L& D	FCC	Peds	ER
Jan	212	108	12	300	305	216	401	289	100	146	52	324
Feb	159	96	12	406	348	120	244	311	86	112	32	444
03/01/25	88	136	8	124	316	68	296	68	84	77	16	348

****As a result of the sick time usage, RN's in all departments except ER floated 1, 356 hours!!!***

6. A message from your Workplace Safety Officer Greal Yumul RN:

- ⤴ Bob Blair addressed issues on how to prevent work injuries in the top five (5) departments who are at highest risk.
- ⤴ Preventing work injuries is a big concern for everyone. Administration is planning to purchase new equipment adding to the existing equipment to help minimize back and shoulder injuries.
- ⤴ Multiple complaints have been made about working with no CNA's making it extremely difficult to complete nursing functions.
- ⤴ De-escalating hostile situations is a process requiring training. The safety committee is considering adding training on how staff can learn to advocate for patients, actively listen, be aware of body language skills that will help when faced with these particular type of situations.
- ⤴ The need to increase Hover mat use was addressed, results have shown that using the Hover mat has significantly reduced injuries when used correctly.
- ⤴ The Emergency Department has been recognized for a significant increase in use of hover mats for the patients going to diagnostic imaging.
- ⤴ We alerted security on a recent increase in cars being stolen in our designated parking areas. Please do not leave any valuable items in your car. grealyumul@aol.com

7. Charmaine Morales, RN Political Action Chair and Representative Chair:

If you have not attended a Basic Labor 101/Refresher course or it's been over 2 years, we strongly encourage you to attend one. The class dates for this year are March 17, June 9, and September 22. The classes will be held in the Education room 1-next door to staffing administration. In addition, we encourage you to attend the Advanced Labor Class that is held in San Dimas. The dates for this year are May 18-19, August 18-19, and November 16-17. If it's been over 3 years since you attended, please consider taking as a refresher. The Steward trainings are paid Kaiser training and the Labor classes are paid as Education time. If you are interested in representing your work area please feel free to contact me. Charmaine Morales. 4000 RN, Political Action Chair & Representative Chair (310)567-1635 charmainesunshine@yahoo.com

8. CLASSIFIED- People needed.

1. Want to spend some time away from your daily routine and help your colleagues? Health Connect's Troy Seagondollar is looking for Super Users to help with another phase for inpatient side. Please email us at unionunac@gmail.com with your name, number, dept and email address to assist. Please respond by April 10th, 2011.

9. Education and Training

Having trouble with CE Direct?

Please email us with your name, employee #, NUID #, email, Phone #, Department and Hire Date. We are trying our best to get you up and running with your education. Please use your union negotiated hours of education, an added benefit to your pay check.

Retirement Class with Bill Rause- Nursing Economics

Attend one of UNAC/UHCP's most popular seminars to learn about your Kaiser post-retirement benefits. To register email Lupe Rodriguez at: lupe@unac-ca.org or call 909-599-8622. Kaiser South Bay . April 19, 2011. 5:30 pm – 8:30 pm. Conference Center, Rooms A1/A

Basic Labor Class

Have you attended the basic labor class at your facility? Learn more about how to protect your rights and benefits. To register, Email: Lupe Rodriguez at lupe@unac-ca.org or call 909-599-8622. Location: Nursing Administration Education room 1- Upstairs. Last one for 2011: September 22

Advanced Labor Class

Have you attended the advanced labor class at your facility? Learn more about how to protect your rights and benefits. To register, Email: Lupe Rodriguez at lupe@unac-ca.org or call 909-599-8622. All classes will be held at the UNAC/UHCP office at 955 Overland Court, San Dimas, 91773.
May 18 - May 19 August 18- Aug 19 November 16-17

Bi-Monthly StarRN/Steward Trainings

Join us to learn about how we can work together to ensure that our contract is enforced and that the goals of the Labor Management Partnership are achieved. To register, email Karina Leon at karina@unac-ca.org or call 909-599-8622. All classes will be held at the UNAC/UHCP office at 955 Overland Court, San Dimas, 91773. Training Dates for 2011 March 31, May 25, July 27, September 29, November 29

Save the date

Ports O Call: June 15, 2011 Education Class: Healthy Living

10. Speak up and ask your questions!

Issue: *"I was harassed by the supervisor when I called in sick."* RN

Answer: Please contact Hazel.B.Smith@kp.org or x3621 and report this issue. We are to work in a harassment free environment. When we call in sick it is practice to contact the manager so they have accountability to their designated units. They should not count on nurses floating into their units. They have the right to ask you how long you will be out sick to account for staffing. They are directed by the CDC (Center of Disease control) to ask, "Do you have flu like symptoms?" because they are obligated to report this information. This is as far as it can go.

Question: *"Why do I need to speak to my manager or supervisor when I call in sick, our union agreed to this?"* RN

Answer: We did not agree to this but management has the right to run their business. Essentially, their process is to hold the manager accountable to their unit and to not depend on float ins to help run their units. This also helps them plan/budget for more nurses, CNAs, ward clerks, telemetry techs etc...See contractual agreement under Management Rights page: 3-4 (UNAC/UHCP-KAISER Agreement, 2005) or go on to <http://insidekp.kp.org/myhr> and click on union contracts. '

Issue: *"The night shift supervisors are very rude."* RN

Answer: Teresa Alcala, RN has reported this issue to Johnette Creary, RN House Supervisor Lead and Sharon Tourville, RN Director. She will deal with the issues. Please report this to her if it continues. We do not condone or accept this behavior from anyone. If you feel harassment from anyone, please report this to HR.

Issue: *"The staffing objections are useless."* RN

Answer: We take your staffing objections to every RN committee and address the issues. We need the paper trail documented. It would be very helpful if you can attach the assignment sheet. We present these at the RN committee meetings with Clarice Crossley and HR on a monthly basis. You can leave it in the designated binder in the department, scan it and email it to unionunac@gmail.com or fax it to: 909-599-8655 attention: South Bay Affiliate.

Question: *"What is last minute sick?"* PA

Answer: 24 hours or less. If there is a pattern IE; every Saturday, once a month every month is considered a pattern and is jointly reviewed with Attendance HR, manager and UNAC representative.

Question: *"Is using my education time and working a full week considered double dipping?"*

Answer: NO. Education time is a benefit that your union negotiated for you. If you work a 40 hour week and took an online CEU class at night and earned 4 hours for example, it is not illegal. It is not used to calculate overtime. The intent is extra time and money outside of your designated work schedule.

**Any questions, issues or concerns? Please email us: Unionunac@gmail.com .
We will report out to you on a monthly basis and answer your questions.**