



KSBHPA

Kaiser South Bay Health Care Professional Association

TRANSPARENCY- JUNE 2011 EDITION

Questions for your officers? Unionunac@gmail.com

Need Representation? Ineedaunacrep@gmail.com

WE RESPOND WITHIN 24 HOURS

NEXT GENERAL MEMBERSHIP MEETING: JUNE 10, 2011 8:00AM TO 2:00PM (HOURLY MEETING)

LOCATION: EDUCATION AND TRAINING UPSTAIRS NEXT TO STAFFING DEPARTMENT

The South Bay Transparency monthly newsletter has been created for you, the membership of UNAC/UHCP, in effort to keep you informed of the, 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 work place. 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.

1. Presidents' Messages	3. Education and Training	5. Question and Answer Forum
2. Welcome New Employees	4. Message from our P.A.C.	CONTACT US

Newsflash

Finally, your questions and concerns regarding the in-patient nursing schedules have been addressed by Kaiser Leadership. The first of several meetings scheduled to take place this week with the affected nursing staff was held on Tuesday June 7, 2011. Nurse Executive Clarice Crossley personally talked with staff to explain that balancing the schedule and core staffing to UNAC/KP ratios were some of the reasons behind the schedule changes. Each affected nurse was notified of an opportunity to make schedule changes to their templates prior to the implementation of the new schedule which is planned for June 26, 2011. Clarice also stated that although she is not requiring every Charge Nurse to work every other weekend, she does find it necessary to have leadership presence 24/7 by having a designated and qualified Charge Nurse or relief Charge Nurse to work every weekend so long as they meet the proper training and qualifications to help manage the unit properly when administration/management is not present. Your local labor leaders were also able to negotiate an opportunity to have an annual schedule change process which will allow you to make schedule changes like the annual vacation process, details and policy soon to follow. These decisions were made in a Labor and Management (L&P) manner and we are excited to resolve this pressing issue. Please contact us at unionunac@gmail.com for any questions/concerns.

1. Presidents' Messages

Message from Angela, Gonzalez, RN Hospital President

What took suite prior to this week's new updates: On June 2, local union leadership met with the nurse executive, Clarice Crossley, her staffing office team and human resources. This meeting was timed to occur as soon

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as Clarice got back into town. The union leaders expressed their concerns about the proposed schedule changes that had been managed by someone other than the nurse executive, and Clarice made it very clear to everyone that she would be involved and was open to the union input. The first topic was to agree on a process to allow UNAC/UHCP members to have schedules changed temporarily for school related activities. The past process was not tracked and managed effectively. The new process will allow for better integration of the Ben Hudnall Trust Fund requirements. Next, a discussion about the charge nurses and relief charge nurses was done. Management remains firm on their desire to have consistent charge nurse coverage even on the weekends. Additionally, discussion about further development of the charge nurse role was reviewed. Nursing leadership listened to all of the feedback from the affected nursing staff and is evaluating the concerns and looking into adjustments to minimize the impact to the staff, UNAC/UHCP was also a part of this process. The union leadership pushed forward the need to have additional Charge Nurse's and dedicated relief Charge Nurse's, and reminded management of the KP ratio and free Charge Nurse Requirement in the contract. Management agreed that some proposed schedules did not make sense and would be addressed ASAP and took under advisement the rest of the identified concerns. Clear to all was the fact that some schedules had easy swaps to meet everyone's needs. Clarice and her team will meet with each unit; all affected staff should have been invited to these mandatory meetings. Mandatory means you get paid to attend! The local union leaders will attend the meetings to provide support, feedback and guidance with the goal to minimize the impact of any schedule change to all affected staff. A new schedule exchange form will be created to make it easier and the union negotiated an annual permanent schedule exchange timeframe each summer with the guidelines still being developed. This will allow for staff to work together to create swaps and changes that will be submitted to the RN committee for review and discussion. In the end, we could expect that if equal schedule exchanges have been submitted approval should be granted! Thank you for your patience and support.

Message from Mary Ann Martin, RN Clinic President

Spend a day with us at the Harbor! Join us for an educational opportunity and receive six (6) CEU's. The class will be held in San Pedro at the Ports O'Call Restaurant on Wednesday, June 15, 2011 from 8:30 - 4:30 pm. This year's topic is Thriving in the Electronic Age. Discussions will include information on the risks and pitfalls of electronic documentation, regulatory requirements and how they relate to electronic documentation, bar coding medications and alerts. In addition, Dr. Askari one of our Dermatologists will be speaking about cosmetic dermatology and sun safety. You don't want to miss learning everything you need to know to help keep your skin looking young and healthy! Wrapping up the day will be Tiffany Creighton with the Healthy Workforce team who has some great ideas and recommendations on getting in shape and staying well. Two great subjects as we head into summer. We hope to see everyone there. Please don't forget to sign up, contact Jeannine Menzies RN at unionunac@gmail.com for more information.

2. Welcome New Employees

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. We do not

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get this information in real time, so there may be some delay. If you are a new employee, and your name is not listed please contact us and we will add your name to our next newsletter, again welcome!

Leslie Amaya- GI, Michelle Cunningham-ER, Mary Myleen De Leon-ICU, Rhoda Fadojutimi-Tele, Pauline Fox-OR,
MoNesha La Violette-L&D, Gaida Lutfi-OR, Alexandra Reyes- L&D, Shannon Witherspoon- OR

3. Education and Training Opportunities

THRIVING IN THE ELECTRONIC AGE JUNE 15, 2011 (6 CEUs)

Ports O'Call Restaurant- Print attached registration letter and send in ASAP, space is limited.

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 two: June 9 and September 22, 2011**

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. The advanced labor class will be held at the UNAC/UHCP office at 955 Overland Court, San Dimas, 91773. **August 18- Aug 19 November 16-17**

CE Direct

Free nursing online education and certification review resources for Kaiser Permanente UNAC/UHCP RN's. Funding through the Ben Hudnall Memorial Trust has allowed Kaiser to partner with Gannett Education and offer the CE Direct program **free** to our UNAC RN's. Register at the Ben Hudnall Memorial Trust website to indicate you wish to participate in this program. The following information is required to register: Your KP employee ID and NUID, date of hire, your manager's phone # and KP email address. The form will ask for complete as follows:

- Program name: CE Direct
- Program number-156
- Program start date: today's date/the date you register (mm/dd/yy)
- End: one year from start date (mm/dd/yy)
- Hire date must be in this format: mm/dd/yy.
- Program Website: https://www.benhudnallmemorialtrust.org/rtp/rtp_form.html

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It is as simple as that. Within 2-3 weeks you will receive program material and instructions from Gannett Education that will explain how to access CE Direct.

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. If you do plan on attending, please let Charmaine Morales know as well. All classes will be held at the UNAC/UHCP office at 955 Overland Court, San Dimas, 91773. **Training Dates for 2011: July 20, Sept. 29, Nov. 29**

4. Message from your Political Action and Star RN/Steward Coordinator: Charmaine Morales, RN

Last month's Steward training was very informative and beneficial. We had over 30 members that committed to training as Star RN/Stewards earlier this year. Unfortunately, only 12 of you were present at last month's training. It is imperative that we attend these bi-monthly trainings. The training we receive will provide us with the knowledge we need to keep abreast of what is happening all over Kaiser. Our goal at South Bay is to have a Steward for every unit/department on every shift. Currently, we have 780 members who need our support. Let's continue to help our local Officers and affiliate by being involved and taking on new opportunities and challenges put forth by our leadership. You will not go at this alone. UNAC/UHCP provides ongoing training and we can always reach out to our local union leaders for guidance.

The next Steward training will be held at the Pasadena Hilton on **July 20th, 2011**. This training will have stewards and local leaders from all Kaiser Affiliates. It's time to start planning for the 2012 contract negotiations. As a reminder, you were sent an email from state office on 5/25/11 regarding Kaiser's proposal for changes in our benefits. Our members need to unify, become more involved, stay informed, and be supportive of our Leadership. With this said, please submit your time off requests now, so you will be able to attend the July 20th training. If you need help in submitting paperwork, please call me. It is in our National Agreement (p. 31) that stewards will have time available to participate in training & development and be paid for it.

I have attached a list of the people that have committed to being Star RN Stewards. Please take the time to review; there are still many areas that are in dire need of your help. **What does a Steward do?** 1. Learns the contract. 2. Commits to making sure members know their rights and benefits. 3. Shares information from our local officers and state office with other members. 4. Can be a note taker for someone that needs representation.

I am still in need of more names to add to my **volunteer list**. So far, I have heard from about 10 people. You do not have to commit to everything. I will keep you updated of upcoming events, such as food drives, rallies where we provide first aid, blood sugar and blood pressure screening. Some events are with Kaiser, others supporting fellow unions or political leaders. You can let me know what your interests are. We are getting ourselves out there and people are noticing Kaiser South Bay.

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Lastly, if you have not signed up for AFSCME PEOPLE, I will be enrolling members at the June 10th, general membership meeting. A free UNAC/UHCP scrub top or t-shirt will be given for those of you who enroll. If you want more information please call or email me.

I personally became more active in our union because I didn't want to be left in the dark. As a night shift nurse, I wanted to know where my union dues were going. Most importantly, I wanted to know my rights and be able to help my fellow co-workers. To sum up, I wanted to be proud to say I work for Kaiser. Join us, we are Kaiser! Please see attached Star RN Stewards.

Charmaine Morales, RN

4000 Staff Nurse,

Political Action Coordinator & Representative Chair

Cell [\(310\)567-1635](tel:3105671635)

Email: charmainesunshine@yahoo.com

5. Question and Answer Forum

Please write to us or contact us by email at unionunac@gmail.com for any questions you want answered.

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.

Missed last month's Newsletter? Click below.

<http://www.unacuhcp.org/members/affiliates/south-bay-kaiser/>

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