



Transparency- May 2011 Edition HAPPY NURSES WEEK!

Unionunac@gmail.com Questions for your officers?

ineedaunacrep@gmail.com Need representation?

We Respond Within 24 Hours

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

*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.*

1 Clinic President Message	4 Welcome New Employees	7 PAC/Representative Message
2 Hospital President Message	5 Contract Specialist Message	8 Classified
3 Treasurer's Message	6 Workplace Safety Message	9 Education and Training
10. Question and Answer Forum dedicated to you: Speak Up!!		

1. A message from Mary Ann Martin, RN Clinic President

Listening to our members

We heard our inpatient RN's concerns about short staffing, not getting time off, sick time, and not feeling cared about from their managers. Angie, the hospital president, and myself, the clinic president, have met with upper management in a LMP approach to discuss these concerns and find some solutions to the issues. Please email us any concerns you have, and we will have it addressed. Your name is always confidential!

We are encouraging all RN's to obtain their specialty certification. This is another paid benefit opportunity for our members. On page 88 of our contract number 29 it states you can receive a first time **\$500** recognition payment and a **\$250** re-certification payment if you are full or part time. If you are a per diem RN who works a minimum of 1000 hours a year than \$250 and \$125 apply. You can go on to the Kaiser Nursing Pathways web site to Learning and Development and click on to RN Certification to learn more. Remember "Think LMP everyday"

2. A message from Angela Gonzalez, RN Hospital President

We are doing our best to make sure that the membership understands what is going on at your medical center. A significant issue which has become a **regional grievance** for the UNAC/UHCP State office is the issue of whether or when should an RN take a verbal order. The state office has recognized that verbal orders from providers potentially put the RN at risk and patients safety in question. Verbal orders can be placed incorrectly or with the wrong dose or route of a medication, among many other mistakes that could be made, and the RN may face CA or termination as the result of these mistakes. Many of you have signed the petition going around to stop the practice of non emergency verbal orders. More to come on this in the future.

We have been trying to round more as officers so you see us on the units, but with a hospital so large and with many MOB's it is hard to be everywhere at the same time. I am asking that you consider becoming a local leader on your unit. We will train. Charmaine Morales the political affairs chair is working with us to strengthen our stewards. A steward on every shift every day is our goal and we need you to assist us as the eyes and ears on your units.

I have been working with the nursing leadership to **stabilize the schedules and fill the open positions**. Some of us will be moving into the new structure this year and the plans for this will be reviewed with you all as they are finalized.

3. A message from Teresa Alcala, RN Treasurer

- ✓ Happy Nurse's week (May 6-12). Please join us on **Monday May 9** , As a gift to you we are distributing UNAC/UHCP Scrub tops, pedometers, and lanyards to our membership (one per member). Attend the lunch or dinner on Wednesday, May 11 at the Double Tree. All for you!
- ✓ Retirement Class with Bill Rause occurred on April 19, 2011: To the **70 nurses** that attended the class, thank you for coming. We pride ourselves in providing you delicious and healthy food and drinks at every class. Hope you enjoyed the class :)
- ✓ Congratulations! Because you met the 2010 performance-Based Contribution program, Kaiser Permanente contributed **\$1067.18** to your Retirement Plan. The amount is based on your years of service. It is 20% per year up to 5 year vested at 100%, another bargained agreement for you. If you have any questions or changes to your account, contact www.vanguard.com or 1-800-523-1188.
- ✓ Looking for Finance Committee members to review our financial books. Please contact me at unionunac@gmail.com. I am happy to review the check book for those interested.

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 Permanente. 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 listed please contact us and we will add your name to our next newsletter, again welcome!

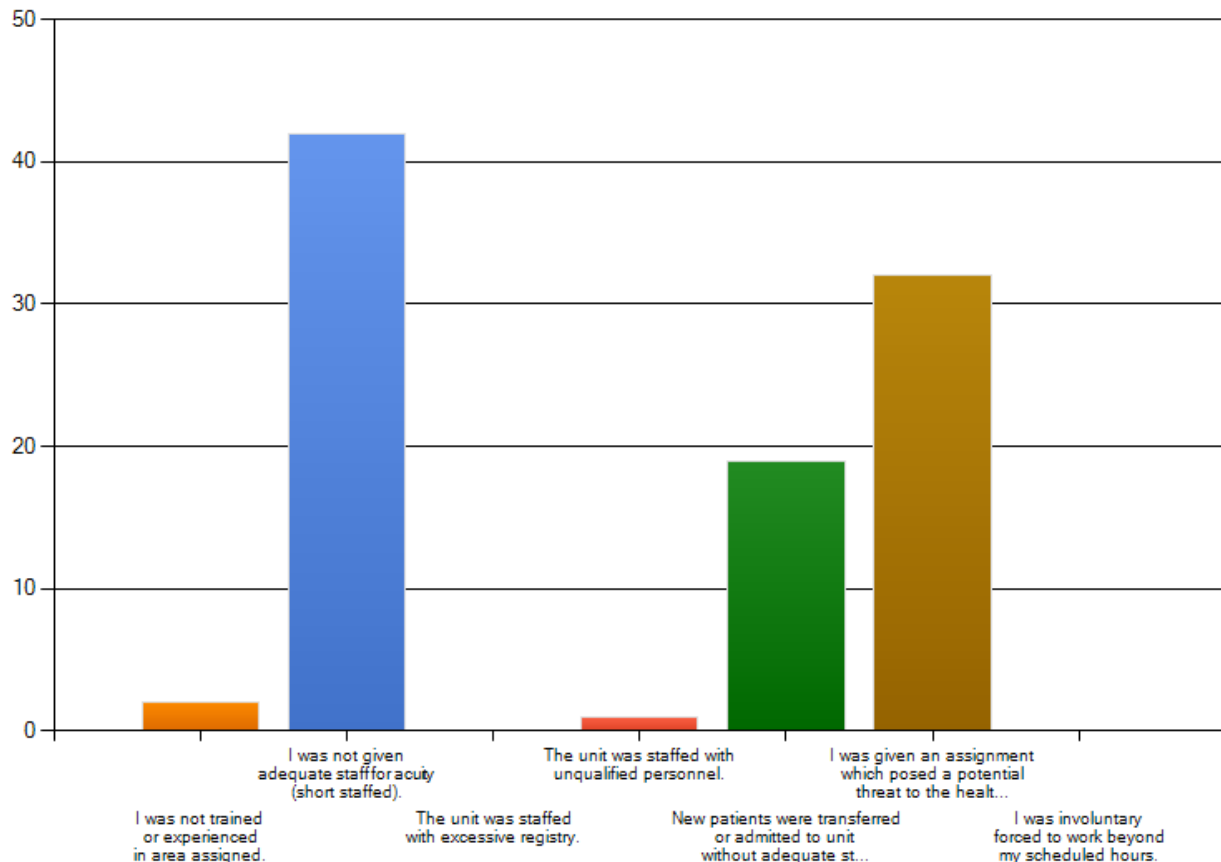
1. Sylvia Hernandez- SCPMG-ER	6. Teri Estes- SCPMG- Home Health	11. Marlee Washington-KFH- Float
2. Janice Jiminez-Dizon- SCPMG-GI	7. Theresa Fendley- KFH- L & D	12. Perla Jimenez-Pedrosa- SCPMG
3. Tasha Waller- SCPMG-U.C.	8. Connie Buesel- KFH- Float Pool	13. Nancy Kaliterna- KFH
4. Arleen Isles- KFH- SDU	9. Myleen De Leon-KFH-ICU	14. Janet Lopez- KFH
5. Jennifer Gurrola- KFH- ICU	10. Rhoda Ladosutimi-KFH- SDU	15. Cynthia West- KFH

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. Please see the staffing objections collected and presented to the RN committee this month. Below are 47 Staffing objections collected for the month of April from 2200, 2300, 2000, 3000, 4000 and Vermont Pavillion areas.

Total Number of Sick Calls on Easter Sunday: 7 days and 2 night shift

I am objecting to the assignment on the grounds that:



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

-There was a **needle stick** injuries at work from an inpatient unit. The issue was an MD leaving supplies after use of equipment post LP procedure. RN was stuck because RN "assumed" that the MD has cleaned up after the procedure. Apparently, our laceration tray comes with a package where one of the needles does not have safety click needle. Clarice Crossley asked Robert Marek if any chance it can be replaced. I suggested that it should be mandatory that MD's should clean up after themselves after procedure. Our ER doctors a good example because they always clean up sharps after they suture or Lumbar Puncture. Management will work on this issue, but for now be safe.

-**Combative patients.** Why cant security guards assist with the patients? The only way a security can assist is patient is if restraints are being placed. Please call code gray if there is a dangerous situation. They set up a security team for situations like this. Jan Boyd was in attendance and said, they cannot assist with patients because it is in their contract. We can call the police- 911 if situation gets worse.

-**Shape Up Shoes.** Please do not wear them to work. There was an incident with a nurse holding a baby and fell. Baby was okay, but how lucky can we be next time. If injured while wearing shape ups or patient safety issues related to shape ups shoes, then corrective actions may be taken. They enforce it but its up to us to work safe.

-**No injuries** for this month because of increase in hoover mat usage and 2 people team work. A good example is a tech from CT calls the primary RN for help to transfer a patient. It may take up to 5 to 10 minutes but no injuries will happen if used properly. Good job for everyone on this part. Still working on getting equipments for lifting.

7. **Charmaine Morales, RN Political Action Chair and Representative Chair: (310)567-1635**
charmainesunshine@yahoo.com

We would like to develop a core group of people that I can contact for volunteering at Kaiser and other community events. We are not asking for a commitment to all events, but with what fits your schedule. Some of these events may include your family coming along to help as well. I started volunteering last year and have had a lot of fun giving back & getting to meet new people. You are able to see the bigger picture of what it means to be part of the Kaiser family. Checking blood pressure & blood sugars or simply putting a band-aid on someone, and seeing how appreciative they are, gives a feeling of satisfaction. Our work is hard and giving sometime outside of that may sound like much to ask, but when you are there, its not extra work at all, but being a part of the bigger picture. If you are interested, please contact me.

May 1, Sunday - March for Immigrant Worker's rights. Corner of Broadway & 11th, Downtown LA. Meeting time: 10:00am, March Begins: 12:00pm. Bring your signs and banners. More info contact Sylvia Carranza at 213-381-5611 x128 or scarranza@launionaflcio.org

May 10 - May 11 - Blood Drive at Kaiser at the Conference Center. Please donate blood, you or your family may need it some day.

May 14, Saturday - Letter Carrier's Food Drive. Put non-perishable donations in a bag by your mail box. Jose Alaniz, AFL-CIO. 213-985-2000

May 17 – June 3 - Food sorter for the National Association of Letter Carriers. "Stamp out Hunger" Food Drive. Sorting is Monday through Friday from 9am to 5pm. Location TBD. Please contact Jose Alaniz at 213-985-2000 or alaniz@unitywayla.org to sign up or for more information

June 30, Thursday - 5K Event at Kaiser Permanente South Bay. The 3 start times are 7:30 am, 12:00pm, 5:30 pm at the park across the street. Bring the kids for ½ mile for kids, bounce house, face painting, or climbing a wall. Thrive fair begins at 4pm to 7pm. Sign up at www.virtualroster.com. Free shirt and fun.

8. **CLASSIFIED**

<p>Health Connect Super Users. <u>unionunac@gmail.com</u>. No experience Necessary</p> <p>Star RN/Steward. Flexible hours. Union Paid time. Contact us.</p> <p>NEO Presenter. Twice a month. Ability to speak in public a must <u>unionunac@gmail.com</u></p>	<p>Master UBT Trainer. Kaiser paid time. <u>unionunac@gmail.com</u>. Must be involved in UBT activities.</p> <p>Healthy Workforce Chair. Kaiser Paid time. Contact us</p> <p>NEO/LMP Presenter. Twice a month. Ability to speak in public a must. <u>unionunac@gmail.com</u></p>	<p>Cultural care committee members. Kaiser paid time. May involve travel. <u>unionunac@gmail.com</u></p> <p>Attendance Member. Kaiser paid time. Contact us.</p> <p>Looking for Registered Nurses to participate in your committee? ~PLACE YOUR AD HERE~ <u>unionunac@gmail.com</u></p>
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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.

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. 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. 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
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!

Question: *I was told I couldn't cancel my vacation, how come?*

Answer: *You can cancel your vacation. If you cancel it 4 weeks before it starts you can come back to your regular shift and time. If you cancel less than 4 weeks in advance you may not be able to come back to your regular shift and time since the per diems and part timers are covering and confirmed. You may work different shift and days to keep you whole. See vacation cancellation section in our contract.*

Question: *Why does my vacation now start on a Monday through Sunday and I have to take week blocks instead of days?*

Answer: *Per our contract that began in 2005 the week is Monday through Sunday and you do need to take week blocks. If you cancel a week then it can go on the cancellation list for others to enjoy.*

Question: *Where is my 2010-2012 Contract?*

Answer: *The 2005-2010 contract is the same as the 2010-2012 contract. There were not many changes except the pay grid for 2010-2012. If you would like a copy of the pay grid, please email us and we will attach it for you.*

Question: *Has the floating policy changed? Why don't I get to put my name in the float book when I come in extra, I floated.*

Answer: *If you come in extra for work, the past practice has been to float without placing your name in the rotational float book.*

Question: *Why does the union pay for Nurse Week?*

Answer: *UNAC/UHCP does not pay for Nurse Week. We meet with the Nurse Executive every year and advocate for a celebration for you. We take all of your requests and comments and bring it to management about Nurse Week. This celebration is above and beyond our contract and I assure you does not happen in every Kaiser or Non-Kaiser facility. South Bay does it because they do appreciate us! Enjoy!*

**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/>