



KSBHPA

Kaiser South Bay Health Care Professional Association

Transparency - November 2011 Edition

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 newsletter 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.*

A Message from Mary Ann Martin, RN Clinic President

Just Culture

I attended a two day "Patient Safety University" class in September along with other labor leaders, administrators, MD chiefs, department administrators, and other nurse leaders from South Bay. This program focused on strategies and tools to enhance performance and patient safety that is being rolled out to all the medical centers. This was an introduction and education for a "just culture" here at South Bay where the focus would be on coaching versus discipline and on teamwork and speaking up with SBAR to increase patient safety. This is a win-win for everyone involved with patient care.

Payroll Issues

Some of our members recently have been notified of paycheck errors, including under payment, after a recent audit. It is important to check your paystubs to confirm your hourly pay is correct, especially if you have changed jobs or classifications. Please notify your manager and/or human resources if it is incorrect as soon as possible. The process for over payments is being negotiated and handled on a case by case basis.

Clinic Core Staffing

I am still meeting with clinic leadership to set daily core staffing in the clinics. I will place it in the newsletter once we have all the core staffing done. Please inform me if you are experiencing short staffing in your areas. This is important to develop a float pool or hire more staff, so you can receive time off when requested.

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A Message from Teresa Alcalá, RN Treasurer

Gannett Education and the Ben Hudnall Memorial Trust have been working on a new registration website that will help streamline and expedite the registering of any new BHMT eligible RNs and LVN/LPNs that would like to begin using CE Direct.

To use CE Direct, go to the new website and take five minutes to register. Within 48 hours you will get confirmation of eligibility, along with instructions on how you may begin using CE Direct. There is no longer a 2-3 week waiting period before registrants can begin using the program.

Here is a link to the new registration website:

kaiser.gannetteducation.com<<http://kaiser.gannetteducation.com/>>

Access to CE Direct has now been opened up to Kaiser LVNs and LPNs as well... so encourage these nurses to register and take advantage of this free benefit made available through the Ben Hudnall Memorial Trust.

Please [click here](#) to understand how you can use the new website to register. For nurses that have already registered and have access to CE Direct there is a reminder included of how they can login and access the program.

Update on the number of CE Direct active users from each facility and/or region:

Service Area	Number of CE Direct Users
Kern County	137
Fontana	108
Riverside	778
Panorama City	747
Woodland Hills	847
Los Angeles (LAMC)	289
West L.A.	630
South Bay	643
Baldwin Park	315
Downey	102
Orange County	713
San Diego	626



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Regional Admin Services 13

Total for Southern California Region 5,948

A Message from Charmaine Morales, RN Political Action Chair

South Bay UNAC/UHCP represented our affiliate at a few recent community events. The first was the Labor Solidarity March 32nd Annual Labor Day Parade in Wilmington. UNAC/UHCP health professionals and families marched in the parade carrying a banner and signs. We had a booth where we passed out goodies, healthy snacks, water and balloons to visitors. We met the UFCW steward from the Albertsons market that we adopted in Lomita. Nurses from South Bay were Susan Anderson, Justine Nakyazze, Diane Ehrig, retiree Rose Adalpe, and myself.

Another event was the Soccer Health Fair hosted by California State Senator Kevin De Leon on October 1st. At this event we provided blood pressure screenings to parents while kids played soccer. We passed out goodies and balloons. UNAC/UHCP was presented with a certificate. The kids were impressed and full of curiosity seeing their parents being checked by professionals. The families appreciated us being there providing a screening and educating them.

Events like these are open for us to participate. If you are interested in any future involvement, email me at charmainesunshine@yahoo.com.

Lastly, I'd like to say a few words regarding September's Steward training. Eighteen of us represented South Bay, which included a few first timers. Our focus was organizing our CATs (Contract Action Team) for upcoming 2012 contract negotiations. Anyone who would like to be involved can become a CAT member. We have a steward in every dept/each shift and they are serving as CATs, but we are also recruiting members to be a on the CAT.

Communication with members is key, which is partly why we increased our stewards. With 788 members we need more of us to become involved and to be informed. Some key points brought up at this training were:

- This is our contract! We pay dues and have a right to be actively involved
- Member unity and support of our union puts pressure on management to do the right thing
- Members have power when united
- How effective we are at South Bay is not the only the result of our officers but of how involved we are as members



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Bottom line is we should get involved. Find out who your department/unit stewards are. Make sure UNAC/UHCP has a way to communicate with you, i.e. personal email address, cell # for texting. If you have a Facebook account, "like" their page. If you have a UNAC/UHCP scrub, wear it on Fridays. These are just a few small ways to start getting involved and to be informed.

*Please show your support and wear your UNAC scrub every Friday in November.

Upcoming Classes

SCPMG Advance Practice Provider and Leadership Conference

UNAC/UHCP strongly encourages you to attend the SCPMG Advanced Practice Provider and Leadership Conference on November 2, 2011 at the Hilton Pasadena. Register online at KPsymposia.com.

Date: November 2, 2011

Time: 8 AM - 4 PM

Location: The Hilton Pasadena

168 S. Los Robles Ave; Pasadena, CA 91101

CE Direct

Having trouble with CE Direct? Please contact us unionunac@gmail.com

Advanced Labor Class

Have you attended the advanced labor class? 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.

Training dates for 2011: 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: November 29



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Charmaine Morales, RN Political Action Chair at the Soccer Health Fair hosted by California State Senator Kevin De León on October 1st. At this event we provided blood pressure screenings to parents while kids played soccer. We passed out goodies and balloons. UNAC was presented with this Certificate of Recognition for the event.

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.

Edited by Rose Kaw, RN, South Bay Communications Specialist