



KSBHPA

Kaiser South Bay Health Care Professional Association

Transparency - December 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

2011 is coming to a close.

The end of 2011 is almost here. We made many of our PSP goals and still have time to work on our Total Health Assessment, or THA and get our flu shots which both count as 7.5% each of our pay out. Many of our members have voiced their concerns about some of the health assessment questions being too intrusive. You may skip any question you do not wish to answer. The answers are confidential unless you elect to share them with your medical chart. The THA needs to be redone in 2011 even if you took it last year to count toward this year's goal. It should be done at work or you may elect to do it at home. Any questions please feel free to call any UNAC/ UHCP officers.

Looking forward to 2012

As many of you know our contract expires September 30, 2012. We will negotiate a new contract next year. Here's what you can do to make sure we protect our benefits and win a fair contract that guarantees the standards we have fought so hard to achieve. The National Bargaining Survey, only eight questions long, will help establish our national priorities. We ask that you take just a minute to fill it out online right now at unacuhcp.org.

In January our union will have a more extensive survey that asks about the issues you deal with each day and

Inside This Issue

- 1 Message from the Clinic
President: *End of 2011 and Looking Forward*
- 2 Message from the Hospital President:
PSP Goals, Contract Negotiations and Giving Back
- 2 Message from the Treasurer:
Holiday Requests
- 3 Message from the Political Action Chair:
CAT Meeting
- 4 Upcoming Classes and Meetings



KSBHPA

Kaiser South Bay Health Care Professional Association

how you would address and prioritize them during negotiations. The survey will be released in mid-January. It is critical that each UNAC/UHCP member participate. More details to come.

If you want to stay up-to-date with negotiations please make sure the state office has your correct address, email and cell phone number. Don't be left out!

Happy Holidays

Take time to relax and enjoy the upcoming coming holidays with family and friends. We take care of our patients all year, so don't forget to take care of yourself throughout the year, too. You deserve it!

A Message from Angie Gonzalez-Acosta, RN Hospital President

It is hard to believe that the year is about to end. This also brings an end the 2011 PSP efforts that have consumed many hours of UNAC/UHCP's leadership at the local and state levels. Your PSP goals are adjusted every year to meet service and performance issues that the Coalition of Kaiser Permanente Unions (CKPU) and Kaiser agree are important. If a medical center meets all of the goals the payout is higher. We are not going to meet all of our goals. This is disappointing to many of your local union leadership team, because they have put in many hours of time to address attendance concerns, fix workplace safety issues and most recently get all staff to take the Total Health Assessment and receive the influenza vaccine. Speaking of the THA and flu vaccine these targeted goals are worth 15% of the total payout and were the easiest goals for any of the staff to accomplish. You take a questionnaire online on paid Kaiser time and also get a flu vaccine which is free to all of the staff. Many of us have heard concerns from the staff about the flu vaccine. It is the right thing to do to protect everyone around us including our families. Please get the flu shot!

The contract negotiations for 2012 will start soon. The wages and benefits part of the National Agreement will be negotiated first and the initial CKPU meeting is scheduled in mid January. We are working hard to get organized through our Contract Action Team. I am asking for you to become a Contract Action Team member. We call these members CAT's. Charmaine Morales is South Bay's Political Affairs Chair and is in charge of organizing the CAT team. Contact her at CMoralesUNAC@gmail.com to get on this team. We need to have a minimum of one person on every shift in every unit. While we have already achieved that minimum level, we are looking for additional members to get involved. You will be a very important part of the 2012 contract when you join.

Lastly, this is the time of the year that makes us all give thanks and do nice things for others. Please do what you normally do, but I am asking for you to do more. Give blood when the blood drives happen,



KSBHPA

Kaiser South Bay Health Care Professional Association

as this act may save a life. You feel good when you donate as you are doing something for others! Also volunteer when you see the call to action to volunteer at a health fair, work on Habitat for Humanity's projects, refurbish a school or help a community in some way, you will feel good and it is the right thing for all of us in UNAC/UHCP to do.

A Message from Teresa Alcalá, RN Treasurer

Here is another example of your officers working for you! Last week Irma Bermudez, our contract specialist, and Angela Gonzalez, our hospital president, reviewed and approved the holiday requests with management LMP style. The process is straightforward and by our contract. If you would like to know the process or have questions please contact us.

Sean Galt, RN and I reviewed the holiday requests for ER last week. "It's nice to see what happens behind the velvet curtain" said Sean Galt, RN while reviewing and approving the holiday requests with management and staffers. We do enjoy bringing our members to the table to witness the work we do for you. If you are interested in participating in our committees, please let us know at unionunac@gmail.com.

Next are the vacation modules in 2012. Please read the section in our contract that starts on page 33 to review the language. We will work on approving your requests and include the minor holidays which are Labor Day, Memorial Day and Independence Day. We are doing our best to help get your negotiated time off and to ensure the process is fair and by the book.

A Message from Charmaine Morales, RN Political Action Chair

The last Basic Labor class of the year had a great turn-out. We gained additional department stewards and CATs. At the General Membership meeting I had mentioned I would be including an attachment to this month's newsletter that would list all stewards. I had changes to make so thought it would be best to wait till after the New Year and will post them in each department. Our first CAT (Contract Action Team) meeting will be on 12/5/11, so be on the lookout for updates from your Stewards and CATs. It's been great seeing the growth in member involvement this year and I look forward to 2012.



KSBHPA

Kaiser South Bay Health Care Professional Association

Upcoming Classes and Meetings

CAT TEAM AND GENERAL MEMBERSHIP MEETING

Open to all South Bay (Kaiser) members.

Date: December 5, 2011

Time: 5:30 PM

Location: Raffaello Ristorante

400 S. Pacific Ave., San Pedro, CA 90731 ([map](#))

Join us as we prepare for contract negotiations. We are laying the groundwork now in order to reach full participation of all UNAC/UHCP members. When negotiations start we want to be ready!

For more info contact: Angela Gonzalez, RN, Hospital President at angelagonzalezunac@gmail.com or UNAC/UHCP Staff Representative Larry Rick, PA, at Larry@unac-ca.org, or 909-451-0606.

LOS ANGELES COUNTY CANDIDATE FORUM

Open to all Baldwin Park (Kaiser), Beverly, Chino Valley, Optometrists (Kaiser), Panorama City (Kaiser), South Bay (Kaiser), St. Francis, Sunset (Kaiser), West Los Angeles (Kaiser) and Woodland Hills (Kaiser) members.

Date: December 10, 2011

Time: 10 am-6 pm

Location: LA Metropolitan Water District

700 N. Alameda St, Los Angeles 90012

Next to Union Station

Forty five candidates for U.S. Congressional, State Senate, and State Assembly seats will each have 15 minutes to address officers from seven California AFSCME affiliates. Another session will be held on January 7, 2012.

Please contact Jeremy at Jeremy@unac-ca.org or 909-451-3797 to RSVP.

LOS ANGELES COUNTY CANDIDATE FORUM 2

Open to all Baldwin Park (Kaiser), Beverly, Chino Valley, Optometrists (Kaiser), Panorama City (Kaiser), South Bay (Kaiser), St. Francis, Sunset (Kaiser), West Los Angeles (Kaiser) and Woodland Hills (Kaiser) members.

Date: January 7, 2012

Time: 10:00am – 6:00pm



KSBHPA

Kaiser South Bay Health Care Professional Association

Location: LA Metropolitan Water District
700 N. Alameda St, Los Angeles 90012
Next to Union Station

Forty five candidates for U.S. Congressional, State Senate, and State Assembly seats will each have 15 minutes to address a panel of officers from seven California AFSCME affiliates. Please RSVP to Jeremy at Jeremy@unac-ca.org or 909-451-3797.

CE Direct

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



KSBHPA

Kaiser South Bay Health Care Professional Association



General Membership Meeting October 19, 2011

The mission of UNAC/UHCP is to empower health care professionals to be advocates for UNAC/UHCP members and patients; to create a high quality work environment; to provide economic and professional advancement; and to improve the quality of healthcare.



KSBHPA

Kaiser South Bay Health Care Professional Association



San Dimas Rally

**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