



KSBHPA

Kaiser South Bay Health Care Professional Association

Transparency – March 2012 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 Angie Gonzalez-Acosta, RN Hospital President

Many of you have seen me rounding on the units on all shifts recently, sometimes alone and sometimes with some of my other local union officers. We are working to gather the local bargaining survey's from you so that the leaders at the state office can hear your concerns and rank your issues for the upcoming negotiations for your contract. Please complete one of these surveys if you have not taken the time to do it yet. I want every member at South Bay to be heard.

We are welcoming Irma Bermudez in her new role as the PSP Chair. She will help the officers and members move closer to getting our complete payout in 2012. We face many of the same issues this year as part of our PSP goals for 2012. Attendance will factor into the bonus, but the bigger issue is in staffing your units. I have been working with the staffing office and unfortunately the greater the number of call-offs in the hospital, the greater the number of of staffing concerns about assignments and staffing objections happen. A

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clear relationship between these variables does exist. However some units have had trouble getting positions filled and we will focus on getting all vacancies filled and in every RN committee meeting I will get a report of these vacancies and push management to do everything possible to fill any vacancy as soon as possible.

We also welcome Charmaine Morales as the 2012 Contract Specialist. She can be reached at 909-706-7709 or KSBHPACS@gmail.com. Please contact her for any contractual issue.

Starting in March, the Kaiser National Negotiations begin. Three elected Presidents from the local and three state office members will be part of the six member UNAC/UHCP team that will be a part of the CKPU team. We expect a tough fight over pensions, medical care and wages. You must do your part. The surveys are only part of the work expected of you. We will need you to take time to attend the negotiations as an observer. Keep looking at your emails and open your mailings from the state office for details. Check the UNAC/UHCP website often for updates. Sign up for text alerts to keep informed. This is required of all of you. I am fighting for you. Please join me in the fight to keep your benefit

A Message from Clinic Milton Kaimoana, RN Clinic President

I attended our "Coalition of Kaiser Permanente Unions Delegate Conference," which took place January 21, 2012 in San Jose, California. It was exciting to see so many unions from around the country; it is a great example of our united front. Discussions in the conferences included topics such as, Healthy Workforce, National Bargaining dates, and internet-based bargaining and consensus.

Members, it is a "live wire" year. This means it is our year to voice our need for change. Actions you can do locally include:

1. Turn in your Bargaining Survey. It is imperative to participate and be heard.
2. Attend our General Membership meetings and ask questions.
3. Read our monthly Transparency Newsletter.
4. Text UNACSB to 37398 for South Bay updates.
5. Be a Contract Action Team Specialist and assist in collecting the surveys.

A Message from Teresa Alcalá, RN Treasurer

Effective pay period ending February 4, 2012/ payday February 10, 2012, your union dues will be \$114.40, an increase of \$3.95 per month.



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The Per Diem rate will be \$2.64 per hour max of twenty (20) hours or \$52.80 per pay period.

Please attend a Basic Labor- Union 101 class this year to learn about your rights, union dues and how you can participate in making your workplace a better place to work.

If you would like to be part of my quarterly financial committee please email me at unionunac@gmail.com. If you would like to review our financial books please email me for an appointment.

A Message from Charmaine Morales, RN Contract Specialist and Political Action Chair

I would like to first start off by thanking our CAT team members for their time and efforts in collecting our local bargaining surveys and to you all for taking the time to complete it. We were given an overall goal by state office and I am proud to say that we were the first affiliate to not only reach the goal but surpass it with a total of 52.8% of membership completing surveys. So a big CONGRATS to KSBHPA.

Sign up to attend one or more of the following National Negotiation dates. You can online sign up online at www.unacuhcp.org/bargaining2012 or call/text me at (909)706-7709.

March 27th, Sheraton Gateway LAX

March 28th, Sheraton Gateway LAX

March 29th, Sheraton Gateway LAX

April 24th, Millennium Biltmore

April 25th, Millennium Biltmore

April 26th, Millennium Biltmore

May 8th, Marriott Manhattan Beach

May 9th, Marriott Manhattan Beach

May 10th, Marriott Manhattan Beach

A Message from Greal Yumul, RN Workplace Safety Officer

This past month I met our new hire RN's and PA's at New Employee Orientation. Please welcome them as they start working in your departments and share what we are doing here at South Bay.



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Here are the top injury departments for July to September:

Department	July	August	September
2000	1	3	1
3000	0	2	0
EVS	0	3	0
GI Clinic	3	0	0
Family Medicine	1	1	1

Blood Borne Pathogens injuries had an increase; sharps injuries 57 (reason for this is that employees are not using sharp safety lock and are also still recapping. There were also 6 splash injuries. The safety committee has proposed for Blood Borne Pathogens Awareness every week in order to prevent this injuries and for these numbers to go down. We also discussed educating all employees for needle stick injuries. Our main goal is to find different ways to decrease the incidence of needle stick injuries. Please be careful and be aware every time you are dealing with a needle.

During the last membership meeting, I spoke to each department regarding their concerns about safety on their unit. Here are some of the answers I received:

ICU *There were concerns about unlocked doors and ease of access to unit. Staff are requesting a badge swipe. Also concerns regarding lack of support staff at night – No CNA on the floor*

First in regards to access to the unit, we have to present it to the higher management. The response that I received was since there will be a new ICU in a few years time, they might not be able to grant that request, but I will talk to higher management regarding other options. As for staffing for night shift CNAs, ICU had a UBT committee and it has to be brought up in their committee for that. Clarice Crossley and Unit Manager Bil-Quis Al-Farouk were not present at the meeting, so I could not get a definitive answer. We will follow up on this matter.

2000/3000 *issue about night shift CNA's being pulled out of the floor to be a sitter, leads to no CNAs on the floor which makes it difficult for the nurses to and can lead to increase into injuries.*

Again Clarice was not present at the meeting, but we will ask if we can have possibly "on call" CNAs. We will follow up on this matter as well.

GI *Issue regarding injuries every week, staff taking advantage of the system wanting to use their 120 sick leave hours leads to compromised staffing which can affect to safety.*



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GI Manager Yolanda was present. She is trying her best to staff GI, but many continue to keep calling in sick. She was approved to hire more staff and she did. She is doing her best for this department in order for it to function as a team and for safety reasons as well. Now, there will be safety champion training, she has already educated her staff, she will place a board on GI hall so messages can be read all the time. She will be conducting a BLITZ and will focus on staff training needs, i.e. use of KITS, teamwork, diversity, and mostly respect. Yolanda is doing her best to solve these issues for GI; she will involve physicians, MA, clerks, and RNs in her UBT. But she needs your help to make this work.

Email me at grealyumul@aol.com for any questions.

Reminders, Upcoming Classes, and Meetings

2012 STEWARD TRAINING SCHEDULE

Get involved and make a difference in our work environment by answering questions for our co-workers and learning the labor contract we have at Kaiser. **This eight hour training is paid time by Kaiser.** Please RSVP with Charmaine Morales at charmainesunshine@yahoo.com or Karina Leon at (909)599-8622.

Location: 955 Overland Court Suite 150
San Dimas, CA 91773

Dates: March 14, 2012
May 9, 2012
July, 10, 2012
September 16, 2012
November 1, 2012

Times: 10:00 – 6:00 PM

CE Direct

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

WEAR YOUR UNAC/UHCP SCRUBS

Wear your UNAC/UHCP scrubs on Fridays! ER has chosen Wednesdays to wear their UNAC/UHCP scrubs. When they all walked in together in their scrubs, everyone stopped and took notice of their strong presence. Scrubs are available to those that are involved and can also be purchased from UNAC/UHCP website below cost. Members can look for opportunities to receive one free at GM meetings.