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Kaiser South Bay Health Care Professional Association

Transparency – April 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 Angela Gonzalez-Acosta, RN Hospital President

By the time you read this I will be off on maternity leave. Though I will be away for a period of time you will have a great team of local officers and assistance from our staff representative Larry Rick. I felt it was important to have an acting hospital president during this time of contract negotiation and so I have asked Yadira Velazquez, RN to be the acting hospital president in my absence.

Speaking of negotiations, they began March 6, and we have at least 9 opportunities to be a part of this process. Please go to the UNAC/UHCP website (unacuhcp.org) and sign up to be a part of the negotiations. You can also contact Charmaine Morales our contract specialist and political affairs chair at (909) 706-7709 to help you sign up. I have made a commitment to have 100 members attend part of the negotiations. Why is this important? It is important because you are powerful when you are sitting in the room with the negotiators and the UNAC staff draws strength from your presence. When management sees a room of 75 nurses at each negotiation session they will realize that we

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are organized and committed to getting what we want! Please sign up!

Now let me tell you that I am as frustrated as any of you when it comes to staffing. I have recently met with Clarice Crossley and had Yadira Velazquez, Charmaine Morales and Larry Rick to assist me. Management seems to have heard our concerns. We told them that if we hear “it is OK if we staff at DHS ratios again,” we will file a grievance. Management made it clear to us that they are not telling the house supervisors to say that. But are we always at KP ratio's? No, of course not. We all know that. Please fill out the staffing objections every time this happens. Fill in all the blanks. That makes it easier to take to the RN committee to discuss with management. Part of the problem is poor staffing planning and part of the planning is last minute sick calls. It is very difficult to find extra staff when 10 or more nurses call out last minute. I am also trying to get management to reduce floating to the minimum, but again sometimes this is difficult with call offs. If you have ideas I would love to hear from you!

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

When I became your Contract Specialist this year, I read the section of our National Agreement stating the purpose of developing this position. My role allows me to serve as a liaison between members and management, educate regarding our contract, and to help empower you. Our stewards have grown this last year and many have started taking on leadership roles in the Partnership. There are many committees and projects that UNAC/UHCP is called to be a part of. As our secretary, Yadira has mentioned, we serve on many of these committees ourselves and need more members to participate. You do not need to be a steward in order to serve on a committee. The majority of these meetings are held once a month, please reach out to us to get involved... The extra fun stuff is just around the corner.

I make rounds regularly. Some of you I frequently and many I miss. Recently, I have been spreading the word about contract negotiations and that will continue. Another important message I'm passing on to those I see is about completing the staffing objections. I do collect, read, and put together a presentation for the RN committees. I know it seems like one extra thing to do but these staffing objections are important in order for us to fight for KP ratios. Please start attaching a copy of the assignment to them, so I will have a clearer picture to show our CNE.

During these meetings, we also receive an update on open positions. We are short staffed in areas, but per our recruiters, people are not applying. Share with your family and friends that Kaiser is hiring RN's, NP's, and PA's. We often hear complaints about a lack of CNAs. There are CNA openings as well.



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Hopefully by the time, you get this newsletter, they will have been filled. I attend the NEO each month and do see new hire RN's coming in. Welcome them to your units.

Lastly, I leave off regarding contract negotiations. I know our lives are busy, but this is "your future", a few hours is not much to give. If you need help signing up I would be more than happy to assist you. We had record participation with the surveys being completed, but showing up at negotiations will make an even more powerful statement. Let's show some passion and unity behind it!

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.

April 24th, Pasadena Hilton

April 25th, Pasadena Hilton

April 26th, Pasadena Hilton

May 8th, Marriott Manhattan Beach

May 9th, Marriott Manhattan Beach

May 10th, Marriott Manhattan Beach

A Message from Teresa Alcalá, RN Treasurer

Issue Resolution – Coastline

On February 22, 2012 at 10pm, Sergio Alvarez, Olivia Contreras, Clarice Crossley, Robert Voss and I had a successful Issue Resolution.

Issue: Ratios, floating, floating to FCC, sick calls, free charge, and more. Together, in partnership we discussed the possibility to perform a test of change. Through the UBT (Sergio Alvarez as Co-Lead) they will work on a proposal for decentralized staffing, flexible scheduling, and decreased floating. If they are successful, then other units may use their flow and may be rolled out to other departments. Sergio and his UBT team will work on a plan for this test of change. The plan to reconvene with Sergio Alvarez and Olivia Contreras is March 19th, 2012.

Another topic discussed was the use of travelers. There are a total of 47 in the inpatient side. There is also a new grad cohort with 6 new grads currently learning on the 2000 and 4000 units. We also discussed the use of sitter CNA's. Per management, the region is currently researching a new product called net beds. Instead of a sitter or restraints, the use of the low net beds may be used. There is



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nothing solid at this point, but we are advocating to region to be the pilot site for this product.

Text 37398 to UNACSB

We currently have 433 members signed up to receive text alerts on local issues and/or reminders. There are 800 members at South Bay. Help spread the text news. We are dedicated to informing you information such as meeting dates, deadlines and classes that are forming. Please join us and be informed.

A Message from Yadira Velazquez, RN, Secretary

As officers we have many activities that we are involved in throughout the month. One of the activities is rounding on the units to address issues our members have. Hospital President Angela Gonzales and I rounded on 2/29/12 and the following concerns were brought to our attention:

1) Staffing issues: KP ratios not being met. Many nurses voiced their concerns over house supervisors not being responsive to their requests for help. These nurses were told that we were meeting DHS ratios (1:5) on Med/Surg units. Our agreed upon KP ratios are 1:4 on Med/Surg units. Our team of officers meets with Clarice Crossley, Nurse Executive, at the RN Committee meeting on a monthly basis. We go over staffing issues, unit concerns, backfill plan, review of job postings, and concerns that are brought to our attention by nurses. We use the staffing objections that nurses provide us in a report that is compiled by Charmaine Morales our contract specialist. This data is presented to management to support what we so strongly fight for, and that is safe staffing. Without these Staffing Objections being filled out by the units, our fight to get better staffing and backfill is not strong. We need your support in filling these out. Please be assured that we are fighting for you. We are constantly working at ensuring that the contract is being followed.

2) Request for additional help - All of the units had the same concern regarding this issue. They were told by the house supervisor that overtime and additional help was not being approved as per management. We have addressed these concerns and will be following management response closely.

Activities that we as officers are involved in:

- Providing assistance to our members with Corrective Action, Grievances
- Issue Resolution meetings with their units or other members/staff
- Being a part of various hospital committees- PNPC, Medication Safety, Workplace Safety, RN Committee meeting, and Quality Committee, to name a few.
- Assisting with the Basic Labor Class



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- General Membership Meetings
- Assisting with Healthy Workforce Activities by volunteering at various community fairs, 5K Run, Total Health Assessment
- Assisting with Nurse Week Celebration
- Working in LMP fashion with KP to attain PSP goals for our members (our bonuses)
- Meetings with management to address contractual concerns our members bring to our Attention
- UBT Labor Sponsors

Please notify us at unionunac@gmail.com, any concerns that you have so that we can address them promptly. We are here to support you, but we also request that you support us as well. We need to stay strong and united. We have a lot of work ahead of us in the upcoming months.

Reminders, Upcoming Classes, and Meetings

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.

**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.**