



# KSBHPA

Kaiser South Bay Health Care Professional Association

## Transparency – May 2012 Edition

[Unionunac@gmail.com](mailto:Unionunac@gmail.com) Questions for your officers?

[ineedaunacrep@gmail.com](mailto: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 Yadira Velazquez, RN Secretary/Acting Hospital President

You may have noticed an increased manager and house supervisor presence this past month. This is in part due to the concerns you brought to us, your UNAC/UHCP team of officers, when we rounded this past month on the units. Several of you asked that we bring up the common concern of members who felt they were not feeling supported by house supervisors and the support you felt was not being given by some managers. We brought this concern to the attention of Kaiser Leadership and they listened. They have new supervisors as well as new managers coming on board to help support us. We are working hard in communicating with Leadership to voice the issues you bring to our attention.

Please remember that if you're called to a meeting with management, that you feel might lead to discipline in any way, request a union representative, officer, or steward be present. This is your right and we are here to help. Please give us sufficient time to respond

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to your request. Use our [ineedaunacrep@gmail.com](mailto:ineedaunacrep@gmail.com).

Lastly, I'd like to thank all of our stewards for stepping up and assisting us with our committees. We couldn't do this without you. To all of our wonderful nurses at South Bay, thank you for all of the encouragement you continue to give our team.

## A Message from Milton Kaimoana, RN Clinic President

National Bargaining with Kaiser Permanente Management took place March 27<sup>th</sup> through the 29<sup>th</sup>. It marked the first round out of three currently scheduled. Close to 300 UNAC/UHCP members showed up. Which affiliate turned out to have the most members attend? Yes, it was South Bay with a total of 80 members, Riverside Affiliate was number 2 with 49 members, and Downey had a total of 39. It is a privilege to be part of an affiliate, who clearly shows that you as members care about your current contract, especially our benefits.

In the next two months of bargaining we need to stay strong and united. In April every facility launched "Button Up Days." This activity demonstrated our UNAC/UHCP unity and visibility at all facilities. South Bay's "Button Up Day," was April 26<sup>th</sup>.

Members, thank you for your support, unity and visibility.

Bargaining continued on April 24 to through the 26<sup>th</sup>, it will commence on again May, 8-10. If you have not signed up for any of these dates, please do so. Signs-ups can be done at [www.unacuhcp.org](http://www.unacuhcp.org) or kindly send us your information to [unionunac@gmail.com](mailto:unionunac@gmail.com) and we will be happy to sign you up for one of the shifts. The shifts are: 9:00am – 12:00pm or 1:00 – 5:00pm.

## A Message from Teresa Alcalá, RN Treasurer

I am very proud to say I belong to Kaiser South Bay! Did you know we are the affiliate that really began using technology to respond to your questions and to educate you? [Unionunac@gmail.com](mailto:Unionunac@gmail.com) to ask the officers a questions, [ineedaunacrep@gmail.com](mailto:ineedaunacrep@gmail.com) for representation, our monthly *Transparency* newsletters and text UNACSB to 37398 just to name a few.



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It is critical to be involved. I would like to thank all of our members that have attended our negotiations.

Locally, we were successful in making sure that management worked with us to help approve your vacation module requests. We assisted with inpatient nursing, ER, Outpatient GI, IR, Infusion, Hospice, PACU and Gardena just to name a few. We negotiated to help, negotiate approve as many members we could per week (Monday-Sunday per contract).

I visited Doug Pruss, HR director this month because of some urgent issues with workplace safety. I would like to remind you if a person treats you in a threatening and harassing way, please take advantage of our resources. If the systems are not enough to de-escalate the situation, please escalate, escalate, escalate! It is not worth it to try to handle it yourself. Doug Pruss responded very efficiently and we are working on a better system. Please contact EAP if you need to talk to someone. (310) 816-5315.

Looking forward to seeing you at negotiations!

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

What does it mean to "Fight for our contract"?

I used to think it meant that you can only do this sitting across from a table and fighting with your opponent. By being involved in the contract specialist role and our negotiations this year I know this is far from the everyday grind we fight everyday! We prove to management every day our worth and value in the organization. How do we do this? Let me count the ways.

1. Inpatient and Outpatient RN Committee monthly meeting with senior leadership. We review and discuss the plans for staffing, position control, daisy awards, nurse week and much more.
2. UBT Steering committee. Here we help steer the boat. We influence leadership to make decisions favoring our members
3. Unit Based Team. What a great way to fight for your work place! You have an opportunity every month to speak to your manager and coworkers about your department. You help influence change to make it the best place to work!



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4. We offer you a basic labor class 3-4 times a year so we can teach you your rights and how to exercise them in the workplace. Valuable!!
5. We round in your departments and value your questions. We encourage you to use [unionunac@gmail.com](mailto:unionunac@gmail.com) for any pressing issues or call us at (909)706-7709.
6. You in turn give the greatest care to the patients regardless of the environment. You did a great job with the influx and high census at South Bay. We stuck together and provided good care. That is fighting for our contract - this is showing our value and worth. Thank you for all you do!

## A Message from Greal Yumul, RN Workplace Safety Officer

The **highest injury claims** department including slip, trips and falls is 4500 unit secondary to assisting bariatric patients. The recommendation is to discuss this with UBT's. The majority of the injuries take place between 12:30 am and 6:30 am when the lift techs are not at work. In addition, The CNA's are being pulled out to other areas to be a sitter instead and are not available to assist. According to managers, they hired and are staffing CNA's especially at nights since it puts individual at risk if they are working short of staff. This issue will be monitored if injuries keep occurring related to lack of CNA's for help on the floor. But managers from every floors have staff CNA's.

There was increase in **sharp injuries** again; 11 total for this quarter. This was an increase from last quarter. In-services are taking place in the departments as well one on-one-counseling with the injured employees. The injuries included:

- MD did not recap the sharp completely, cap fell off and RN was stuck
- Surgeon put needle on stand, did not activate safety and CST was stuck
- Phlebotomist was drawing blood, patient fell asleep, moved and employee was stuck

These are just some examples on how needle stick injuries occur, so please be careful. There was a question in regards to a trend in needle sticks. For 2011, there was an increase compared to 2010. The discussion included having the injured employees attend 4 or 8 hour training. There was also discussion around reusing needles during procedures. The recommendation is not to reuse needles. MD's will be trained cleaning up after they suture or do any procedure involving sharps.

While conducting rounds, the trash carts and linen carts are being filled too high. This was discussed at the EVS UBT meeting last March. The discussion included **nursing staff assisting EVS** with stripping the linens off the beds, avoid filling the linen carts too high and disposing of needs in appropriate receptacles.





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## Happy Nurses' Week!

- ❖ Nurses are angels in comfortable shoes. *Author Unknown*
- ❖ Nurses are I.V. leaguers. *Author Unknown*
- ❖ Nursing is not for everyone. It takes a very strong, intelligent, and compassionate person to take on the ills of the world with passion and purpose and work to maintain the health and well-being of the planet. No wonder we're exhausted at the end of the day! *Donna Wilk Cardillo*
- ❖ Nurses dispense comfort, compassion, and caring without even a prescription. *Val Saintsbury*

## Reminders, Upcoming Classes, and Meetings

### KAISER STEWARD TRAINING

**Dates:** July 11, 2012

September 6, 2012

November 1, 2012

**Time:** 10:00am – 6:00pm

**Location:** UNAC/UHCP Office

San Dimas, CA

Become the best steward you can to serve our members! This is a Group A Training, including the following affiliates: Orange County, Panorama City, Riverside, San Diego, South Bay, and Sunset. You may register now with Karina at the UNAC/UHCP office at (909)599-8622.

**Date:** June 6, 2012

**Time:** 10:00am – 6:00pm

**Location:** Pasadena Hilton

168 S. Los Robles Ave.

Pasadena, CA 91101

**Online Registration:** <http://www.unacuhcp.org/steward-training-june-6/>

\*All UNAC/UHCP Kaiser affiliates are attending this super Kaiser Steward Training.

### CE Direct

Having trouble with CE Direct? Please contact us [unionunac@gmail.com](mailto:unionunac@gmail.com)



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## **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](mailto:Unionunac@gmail.com)  
We will report out to you on a monthly basis and answer your questions.**