



KSBHPA

Kaiser South Bay Health Care Professional Association

Transparency – June 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 Milton Kaimoana, RN Clinic President

We UNAC/UHCP members made the difference. How? By showing our attendance up in great numbers at negotiations. It is because of you that WE WON. Overall, over fifteen hundred nurses, physicians assistants, optometrists and retired members from all Kaiser Permanente Affiliates volunteered their time to show UNITY. There is no doubt that we made a big impact on the negotiations.

On behalf of the Kaiser South Bay Officers, we'd like to give a big thank you to the South Bay nurses who attended negotiations in March, April, and May.

Please visit <http://www.unacuhcp.org/wp-content/uploads/2012/05/We-Won.pdf> to learn about the Tentative Agreement reached with Kaiser Permanente.

In this month's Transparency letter you will notice a little more communication, not only from our officers, but from LMP committee members. We, as your Kaiser South Bay Officers will continue to effectively communicate with you. It is important to us that you receive up-to-date information.

Email contact: unionunac@gmail.com

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A Message from Teresa Alcalá, RN Treasurer

Open your UNAC/UHCP Mail. Convention is coming up! What is convention? Convention is an event that takes place every two years to update or append our UNAC/UHCP state constitution and is an opportunity to vote for your State Officers. Last convention was in Las Vegas, NV. It is always a great time and gives you a greater understanding of how your union works for you.

When and where is it? It will take place in San Diego in October 2012

How do I attend? Open your UNAC/UHCP mail and there will be an application to become a DELEGATE. You follow directions on the form. Then a few weeks later the state office will send out a ballot with names on them. You in the meantime need to tell your friends and colleagues to vote for you to be the DELEGATE of South Bay.

Do I get compensated? Please see the our Finance Policy #5 below...

Convention Fee: KSBHPA will pay the convention delegate fees

Accommodation: Lodging paid (double occupancy). If the delegate/officer desires their own room then the delegate /officers is responsible for the other half of the room. If we are unable to pair them up (double occupancy) through no fault of their own (odd numbered male/female) KSBHPA will absorb half of the lodging fee.

Per Diem: None see compensation.

Compensation: Pay one day compensation for actual time worked for Officers/Delegates, whichever is lower, either at their regular hourly rate (if on scheduled day to work and only for the number of hours scheduled) or at the weighted average hourly rate up to a maximum of 8 hours on a day off.

Air Fare or Mileage: Will be motioned and approved by the Executive Council prior to and according to budget. Mileage is always calculated from KSBHPA to Convention with odometer reading or Map Quest and paid by Federal standards.

Meals: Included in the Convention Fees paid.

Looking forward to seeing you there!

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



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I am so excited and proud of the work that was accomplished these past six months by our affiliate. This was my first experience with negotiations and on the last night of bargaining I stood till the end. The feeling of pride was overwhelming as management came back into the room to join labor. Our leadership asked for our support and assistance, and with our unity, we accomplished the goal of NO TAKE A-WAYS. So a big shout out to all - CONGRATULATIONS, WE DID IT!

This past month, Larry, Yadira, and myself sat down with Clarisse to review April/May staffing objections. Clarisse looks at these individually and asks me questions. Members have helped prepare me for these questions by giving a descriptive summary of their patient load, and attaching a copy of the unit assignment. Keep on doing this! Let's look at what it took to get through bargaining: (1.) team building (which we have done already) (2.) getting the word out (3.) member participation (4.) sit downs with management, and (5.) contract. Staffing objections are no different. It's going to take time, but if we follow through, we will meet our goal. I will do my part but I cannot do it without you.

Our next Basic Labor class is September 27th, if you are interested or if there is a need to have sooner please call me (909)706-7709.

A Message from Greal Yumul, RN and Lissa Bowers, RN Workplace Safety Officers

The workplace safety meeting was held on May 9, 2012 with labor and management present. The following are some of the issues we discussed.

- Dealing with confused/combatative patients – there are a few open cases with injuries involved in dealing with these patients. There was discussion on possibly providing hospital wide education on the issue.
- There has been a high incidence of slips, trips, and falls. Several of these injuries have occurred in the parking lot and hallways. Employees have reported running late and in a hurry. Slow down and give yourself extra time when coming to work.
- Injuries need to be reported to your manager immediately. An investigation team is being formed and will be paged when an injury occurs. The team will come to investigate, triage the injured and educate the employee. This is in the trial period during the day.
- First aid reporting - when an employee is injured, the question is if the injury is minor enough that the employee can self administer first aid. Possible solutions discussed were to have manager activate pager, or refer employee to Occupational Health. We are considering developing a reference guide for employee to follow.



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- Nurses on 4500 have expressed concerns about having to move ortho equipment out of the room after discharging a patient. This issue will be discussed with the Ortho department by workplace safety management on removing the equipment.

We will continue to keep you informed and updated on the above issues. For issues/concerns that you would like us to discuss at the workplace safety meeting, please email unionunac@gmail.com

A Message from Kimberly Mullen, RN Attendance Chair

Attendance Committee meetings have recommenced with a primary goal of improving Kaiser- South Bay's overall attendance. Committee members include Union Stewards, Human Resource Representatives, Managers and Front-Line Workers.

We reviewed attendance reports and found that the top four departments needing assistance with improving attendance are EVS, E.R., the Appointment Center and OR. We have decided to meet with a manager (or representative) from these departments in our next meeting. We will also be inviting the manager (or a representative) from two of our bigger departments with some of the best attendance numbers: Central Supply and Lakeside Pharmacy. Our hope is to gain insight on attendance issues from departments that are struggling, and gather input from other departments who have excellent attendance.

Some ideas are to discuss attendance in UBT meetings and possibly make "Improving Attendance" a focus for a Smart Goal. Other ideas include having employees fill out their own attendance cards or giving incentives for good attendance.

Speaking of incentives...we are barely meeting the minimum payout goal for last-minute sick calls. Remember, each full-time employee can only take four last-minute sick calls per year. Last-minute sick calls are any sick call that was made within 24 hours prior to your shift. Let's try to plan ahead and use Life Balance or Vacation days when appropriate, or ask a co-worker to switch with you. Leave your sick calls only for days you are really sick.

I want a max payout, how about you?

It's that time again to re-do your **Total Health Assessment**. It is part of our Performance Sharing Program and we **need to meet the maximum payout goal of 52% this year by September**. Last year we only met the minimum payout goal which is 42%. In March, we were only at 3.8%. Get your co-workers into kp.org and finish the Total Health Assessment. By the way, if you completed it last year, you only have to update your answers this year.



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Flu Shots will start to be measured starting again September 1st and getting one is part of PSP. **Maximum payout goal is 95%** and minimum goal is 80%. I know we can meet this goal as well. So, get ready to get your deltoid poked in September. I'll meet you there... I'm the one with the needle in my hand.

In other news, what a great turn-out for the 5K in the Park on May 16th! There were mullets, hot-pants, fluorescent tops, leg warmers, head bands, big earrings and side ponytails everywhere. What a fun way to get a good exercise day in with friends. I had a blast and I know you guys did too. That 80's theme just took the fun to a whole new level! Thanks, South Bay, for making that day amazing!

Highlighting UNAC/UHCP Members: Javier Rodriguez, BSN, RN, PHN

Dear UNAC/UHCP leadership and colleagues. My name is Javier Rodriguez, I currently work in the emergency room, at South Bay Kaiser Permanente. I have recently become more involved in union activities. Consequently, I had a brief, but informative meeting with Monica Gordon, Director of Care Experience at South Bay. Both Monica and I agreed that I would meet with Ana Nunez our Emergency Room Educator to brain storm and come up with ideas on improving "The Care Experience" here at Kaiser South Bay. I'm very excited to be part of this great team to improve our care, for our most valuable, our patients. I will inform you soon on the above, when it transpires. Thank you.

**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.**