



KSBHPA

Kaiser South Bay Health Care Professional Association

Transparency – October 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 Teresa Alcalá, RN Treasurer

Below is the definition of an issue resolution from our contract. I would like to remind you that this exists in our contract and departments such as Home Health, Hospice, Pediatrics and NICU have recently had issue resolutions triggered. Management, HR and I with all of the members in these respective departments have come together because of common issues. We have successfully improved and made changes in their work areas. Examples include management agreeing to buy car printers for the Home Health nurses and their scheduled visits to be given to them the night before to be better prepared.

Summary of Issue Resolution. Issues are raised at the work unit level and the stakeholders within the work unit will meet to attempt to resolve the concern. Issues unresolved at the work unit level are reviewed by the local Partnership team. If the concern remains unresolved, the issue may be referred to the senior union and management regional strategy group, council, or equivalent for resolution.

Issue Resolution is an alternative to, but does not replace, the Grievance Procedure. (National Agreement, 2005).

Happy October! Thank you to everyone who applied to be a delegate to convention this month! There were an overwhelming number of members ready to experience what is Convention. Next Convention is 2014, please try again then and tell people to vote for you. For those who made it - **Congratulations!** See you there and we will have a great time.

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A Message from Greal Yumul, RN Workplace Safety Officer

Safety Message: Be alert in your surroundings - especially during construction.

We recently discussed the concern that Ambassadors (those who wear red coats to greet members at entryways) will need additional training to help and assist members for their safety and the safety of patients. For example, what the best way to assist a wheelchair bound member without hurting themselves or the member?

The department with the highest number of workplace injuries is the lab. These injuries are related to repetitive motion while drawing blood. To address this issue, a veteran phlebotomist who has more than 20 years experience, will create a video to show and educate staff how to properly use body mechanics and prevent these repetitive injuries.

4000 wing is also another department with a high rate of injuries. The assistant manager was there and he suggested using machines to move patients. The major concern is that using the machines takes too long. However, it is policy and it will prevent further injuries to the patient and to staff. Injuries in this unit happened mostly at nights. Going forward, use the buddy system. Machines will now need to be in the hallway so they are visible for staff. Bob Blair was in attendance at our meeting and I asked him about the possibility of having the lift team present at night. This is an ongoing issue and Kaiser will consider a possible trial time if the budget for it is approved.

Medical records injuries are often related to poor ergonomics. Management ordered chairs and proper tables for employees. Please clean clutter around the department. Focus on correct posture, use correct use of equipment, such as desks, chairs and stools. Management will do daily huddles every shift to talk about safety awareness.

Any questions please let me know, I am at extension 3150. Thank you.

Reminders, Upcoming Classes, and Meetings

JOINT LABOR-MANAGEMENT EDUCATION: : EXEMPLARY PROFESSIONAL PRACTICE

Dates: October 8, 2012
October 9, 2012



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October 10, 2012

October 11, 2012

October 12, 2012

Time: 8:00 AM – 4:30 PM

Location: Sheraton Fairplex
601 West McKinley Avenue
Pomona, CA 91768

Description: This **one day** seminar will address how professional development can improve the nurses' perception of his/her own empowerment in the workplace by learning how to improve one's level of confidence. Nursing research has proven the link between patient outcomes and nurses who feel empowered.

More info: Contact your local Education and Training/Staff Development department.

Registration questions: Contact Darlene Cobbs, RN, Staff Education & Development, Kaiser Baldwin Park at 626-851-5284.

KAISER STEWARD TRAINING

Date: November 1, 2012

Time: 10:00 AM – 6:00 PM

Location: UNAC/UHCP Office

Description: 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. Online registration is coming soon.

**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.**