



# KSBHPA

Kaiser South Bay Health Care Professional Association

## Transparency – November 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 Angela Gonzalez-Acosta, RN Hospital President

A very important proposition is on the ballot - Prop 32! You have read and heard many confusing ads about this proposition. I am urging you all to vote NO on Prop 32. If it passes, we will lose our voice as a union to advocate for our patients and our profession. We stand to lose so much, including patient ratios. Please vote NO on 32 and ask all of your family, friends and co-workers to do the same.

Now onto local South Bay issues, I still need you to complete staffing objections as they occur. Remember the more specific information on the form the better and please attach a copy of the assignment. I am working with your fellow officers Secretary Yadira, our Staff Representative Larry and our Contract Specialist Charmaine to get short staffing issues resolved.

Life Balance! Get it scheduled in TORT if you still have hours so you do not lose the hours. Education time should be managed. I recommend that you do online CEU courses and turn in the certificate for hour for hour replacement. If you are full time that is forty extra hours of pay a year and you learn something new.

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Please take your THA and get your flu immunization. These both count towards your PSP. Not only are these two elements things we should do for our own health, they are part of our recent contract. The Coalition of Kaiser Unions has agreed to get out the message to our members that we must show Kaiser we can accomplish what we agreed to in the contract. Kaiser doesn't believe we'll be able to get full participation in the THA and flu immunization. Let's prove them wrong! As a reminder, you cannot get the flu from the flu shot. It protects you, your family and your patients. 20,000 plus deaths occur from the flu every year which means that this is a serious illness and I want to urge you to protect yourself.

Thanks for your support!

## A Message from Milton Kaimoana, RN Clinic President

Angie Gonzalez, Hospital President, Teresa Alcala, Treasurer, Larry Rick, Staff Representative along with I, your Clinic President had the privilege to attend the combined Leadership meetings of MCAT, MCOT, DA's and ADA's. The meeting took place September 28, 2012. In this meeting Kaiser Permanente South Bay Medical Center (SBMC) introduced in partnership with Labor the "Culture of Caring Behaviors."

What are the Culture of Caring Behaviors?

These are "specific and observable behaviors that provide common understanding and expectation of what we envision for our Culture of Caring at SBMC so that our members, guests and staff feel cared for at every touch point, every time." They cover the areas of:

- Attitude and Behavior
- Personal Appearance & Environment
- Communication
- Pride & Ownership
- Teamwork
- Service Recovery

Why do we have Culture of Caring Behaviors?"

"They help us define what kind of organization we want to be and create consistent experience across the continuum of care for our members and in the work setting of each other - at every touch , every time."

Under the KP Value compass we provide the best service, best quality, most affordable care, and best place to work. Additionally, it calls us out to respect members, patients, customers and one another.



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The preceding paragraph is current organizational practice under the compass of our Principles of Responsibilities. Adding Culture of Caring will only strengthen us as healthcare professionals in what we are already doing with our members, customers, one another, and most importantly our patients. It is wonderful that SBMC and Labor can recognize a Culture of Caring.

A big thank you to Monica Gordon, Director of Care Experience at South Bay. Monica took the time to listen to Labor's input and feedback. Additionally, this could not have happened without the open communication we have with the LMP Steering Committee meetings, the SBMC leaders, and the HR Consultants. Thank You.

Now for a little talk about the UNAC/UHCP Convention. We the officers personally want to thank those members who took the time to attend the 4-day convention down in San Diego. We acknowledge the hardships you took to attend. Your hard work and dedication took care of business by passing the 2012 UNAC/UHCP Convention Proposed Amendments - a big thank you.

### **A Message from Teresa Alcalá, RN Treasurer**

We may all celebrate different holidays but we all have something in common. We have a contract that pays us on certain holidays! Please open your contract or log on to MyHR and click on contracts. There you can open the contract in PDF format. Use the search engine on the top to use key word search and type in "holiday" to find all the wonderful contract language that UNAC/UHCP has worked hard for.

Holidays stressing you out already? Need to vent? Feel free to contact Nicole Barnes Hinkson our Employee Assistance Program lead at (310) 816-5315. She is available by phone and in person.

Reminder about Training vs. Education. Training is paid by our employer. Example includes any mandatory learning to work in our departments. i.e., ACLS, BLS, PALS, Safety, Compliance, Homeless training. If your manager requires you to do training at work then you need time set aside to do so. Your manager needs to assist you to have this time set aside for you. Any questions please email us.

Education is just that. Online classes on CE direct, conferences, and anything related to your profession that has CEUs attached. This ensures your compliance of 30 CEUs to validate your licensure for the Board of Registered Nursing.



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

**Elections:** Most important thing for me to say this issue is VOTE VOTE VOTE. We live in a country where we have the privilege of having a say. It's not too late to learn about the candidates and propositions. Take a step in becoming involved in your community, state & country. So vote YES on Prop 30, NO on Prop 31, and NO on 32!!!!!!

**Staffing objections:** Please keep filling them out. We have made some progress and in order to reach our goal and maintain it, we need your voices and concerns in regarding to staffing. Please tell us in more detail of what made your assignment unsafe; house supervisor or manager response when you voiced being out of agreed upon UNAC/UHCP ratios. These things matter and give us more power when we sit down and discuss the staffing objections with managers and Clarice Crossley.

**KTO:** I know many may not like what I'm about to say, but know that this is meant for a strong purpose. Some words many of us love to hear is "would you be interested in KTO?" And many jump at the offer. Besides staff having last minute sick calls, CESLA, and FMLA, we have also added to tight staffing when we accept KTO. I've watched the staffing office and house supervisor do the staffing, and they only staff for what is anticipated. Secondly, we have asked that the cancellation list be discontinued. The reason for this, is that it does not follow our contract. Paragraphs 1120 - 1123 of our contract say that "*In the event it is necessary to cancel additional Health Care Professionals, such shall be done by unit, on a rotational basis.....It is understood that KTO will be distributed equitably on the aggregate.....Health Care Professional will assist management in setting up the rotation and tracking whose turn it is to be on KTO. Employees KTO'd, may use their vacation/Personal days for the day on which they were KTO'd*"

With this being said, let's not allow Kaiser to work with less staff, let's show them that our patients need us here!

**Workplace Safety:** Two of our inpatient nurses have joined our workplace safety committee. They are Erika Aguayo, RN from 4500 West night shift & Amanda White, RN of 4500 East dayshift. Welcome Ladies!!!!

**Blood Drive:** Our last blood drive for the year is in November. Do the right thing & DONATE!

**Fall Prevention Program:** UNAC/UHCP has partnered in helping spread the word of our Fall Prevention program. Let's put the right practices into place for protecting our patients. Let's educate one another,



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look for the display boards on your units, ask someone what the ABCD's are!!!!

**Annual Schedule Change:** This is for inpatient RN's. From 11/01/12 - 11/30/12, you can submit a schedule change for one year. Look for the information on your units, I know many of you have been waiting for this to roll around!

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

For October, the departments with the highest number of workplace injuries are gastroenterology, 4500 wing, 2000 wing, Family Medicine, and Materials Management. The top causes are repetitive motion injuries, slips and falls, and injuries from lifting/moving patients.

In the 4500 unit the majority of injuries involve lifting and strains. Equipment is not being used. Management plans to create safety posters to visually remind staff to be careful and to prevent injuries. No word yet from management if trial time will take place for lift team during nights. I will keep you guys posted in regards to this issue.

In the Gastroenterology Department, there have been 12 injuries this year to date. Last month two of the injuries involved chemical burns (not using appropriate size gloves), the other injury was because of repetitive movement. Please remember to use the appropriate equipment and utilize proper mechanics to prevent these injuries.

In the Family Medicine department, there have been 11 injuries this year, however, the good news is that their last injury was last July. Good job, guys!

The Home Health department has had four injuries to date. Two of them however, were unavoidable. One palliative care nurse was rear ended and the other suffered from a dog bite. Management's intervention is to continue to educate staff on safety home and being aware of their surroundings, especially while driving.

Linen carts and gurneys should not be in front of elevators. This is a potential hazard and also makes it harder for transport to maneuver entering and exiting elevators.

## Reminders, Upcoming Classes, and Meetings

### ADVANCED LABOR CLASS

**Date:** November 14-15, 2012



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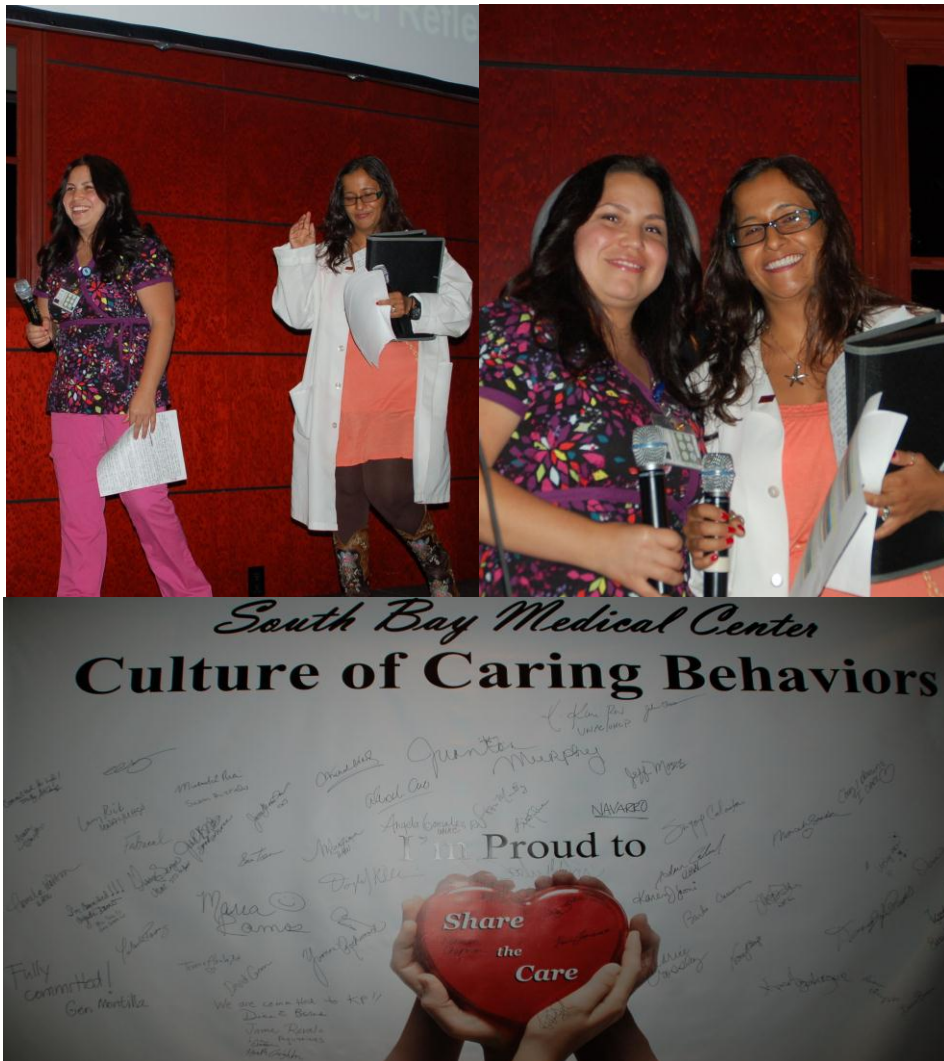
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**Time:** 10:00 AM – 6:00 PM

**Location:** UNAC/UHCP Office

**Description:** Learn more about how to protect your rights and benefits.

To register, email: Lupe Rodriguez at [lupe@unac-ca.org](mailto:lupe@unac-ca.org) or call 909-599-8622. This class will be held at the UNAC/UHCP office at 955 Overland Court, San Dimas, 91773.



**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.**