



KSBHPA

Kaiser South Bay Health Care Professional Association

Transparency – December 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

I cannot explain how much anger and frustration I feel right now. Many employees at South Bay received a horrible notice on Friday, November 16 and Monday, November 19 that their positions are being eliminated! This has caused people to feel a mix of emotions like anxiety, sadness, tearfulness, and worry. Kaiser notified us - your local officers, last minute of their decision. The majority of affected nurses are from inpatient areas. I have been present supporting nurses who are affected.

Kaiser made a drastic decision to get rid of staff positions without considering our contract rules. I do not agree with the process of elimination.

Affected staff feels like they were just a number being picked and do not feel appreciated for all of the time and hard work they have invested in the company. We will continue to work hard for our members and I will be rounding, texting, and e-mailing you any updates that we have and any directives we get from Ken, our UNAC/UHCP president. All South Bay officers and stewards met with Ken on Monday, November 26 in person. We will be informing you on what to do next. We will have to stand strong and be there for each other because no one knows what Kaiser will do next.

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

First, I want to start off by **congratulating** each of you for all your hard work with contract negotiations and involvement with LMP activities this year. As a local union, we have grown immensely in strength and presence. I want to **thank you** for allowing me into your work and personal lives as your 2012 Contract Specialist. We built working relationships and friendships that last a lifetime.

In regards to the recent position eliminations, I want you to hear from me how ANGRY, FRUSTRATED and HURT I am. Yes, my position was affected, but my feelings are not just for my own job uncertainty, but for each and every one of us.

This news was a blow to all of us as a union. Coping when hit with stress like this can be difficult. I personally had a crisis earlier this year that made me wake-up and learn how to reach out for help. When this news came, I was able to cope, but so many are not able to and with good reason. I chose to take on your hurts and anger, to turn it into agitation on your behalf to do what I can for each of you. I am optimistic and have faith in each of us having a position when this is over.

If you need to talk to someone, don't be afraid to reach out to our resources.

Was this done at the best time of the year, NO. Was it done without tact, YES. Am I gonna do something about it, HECK YA!

PLEASE JOIN ME IN FIGHTING FOR OUR BARGAINED RIGHTS!

IN UNITY & SOLIDARITY!!!!!!

A Message from Yadira Velazquez, RN Secretary

In rounding, as I know you've already heard, many of the nurses expressed a deep concern over what the union is doing. I continued with the message that we've been giving. We are fighting for you and we will continue to fight. Grievances are being filed and charges have been made with the National Labor Relations Board. With all this said, we all want to do more. Our team was hit hard. Our friends were affected on our units. The hospital we fight so hard to make the best place to work and best place to receive care, has turned its back on the workers that help it succeed. To add insult to injury, one nurse informed me that she was given the assignment to orient a new hire after being given an elimination notice. Our team of nurses is walking around in a state of shock and disbelief. I'm just



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venting my frustrations with you, as I'm sure the rest of the team is as well. We not only have to deal with our own conflicts and emotions, but also tend to our members that look up to us to do something for them. Please know that your officers truly care for you and are working hard make this right.

A Message from Teresa Alcala, RN Treasurer

Please connect with us. It is very important to stay in the loop with us now more than ever!

1. Text UNACSB to 37398 for text message alerts to get the latest on Kaiser Layoffs
2. Open and respond to your union mail. If you need to update your address or phone number please email frontoffice@unac-ca.org or call (800) 762-5874.
3. Visit our affiliate web page and sign up for emails and text alerts from UNAC/UHCP headquarters. <http://www.unacuhcp.org/> (click on the link)

Yadira Velazquez, Charmaine Morales, Angela Gonzalez, Milton Kaimoana, Larry Rick, Javier Rodriguez and I spent two grueling days representing the members when informed of the position elimination. Again, please stay informed and united.

**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.**