



KSBHPA

Kaiser South Bay Health Care Professional Association

Transparency – February 2013 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 and 2013 Contract Specialist

Why am I the contract specialist again? Because I care. There are many issues created by management that a new Contract specialist may not understand. I am dedicated to South Bay and I want you to be informed and better understand our contract.

Why did management change your schedule and how was this done? First of all, we were not involved in any changes or the position elimination. We were told the night before and were in as much shock as you were. This is another reason why we need to be united and educated on our contract. The inpatient side received a 30 day notice and last week Urgent Care also received a 30 day notice due to their change in hours of operation. If a manager states, "It was not my idea" or "Union said it was ok" please contact me ASAP. Call or email us to share the conversation and I will personally contact the manager and Clarice Crossley, Nurse Executive to remind her management team to take accountability for their actions. Please feel free to call or email [Clarice Crossley](mailto:clarice.m.crossley@kp.org) (clarice.m.crossley@kp.org) if you have a scheduling concern. 310-517-3082.

Vacation Modules are coming up. Please request your vacation on TORT. I will attend and review with my team as many vacation modules as possible. We have instructed management to request the seniority report from the HR center. Please review your seniority. If you think it is incorrect please inform your manager and log on to [MyHR](https://epf.kp.org/wps/portal/hr/) (https://epf.kp.org/wps/portal/hr/)

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and fill out the online form. We the officers will be co-teaching the vacation module class to managers this month with HR.

Now, finally, after eight weeks of delay, Kaiser has provided our union with a seniority list so that we can begin to determine the correct process should any reductions be necessary. However, Kaiser has still NOT agreed to honor our seniority, and we have a grievance on file, a request for dispute resolution with the National Coalition of Unions, and a charge filed against Kaiser with the federal government agency, the National Labor Relations Board.

While we did establish a process with Kaiser to begin placement of UNAC/UHCP members who are affected by reduction in force, ***we are at the same time, continuing to fight against how Kaiser implemented this reduction, and who should have been affected based on seniority.***

We need your help, again. Our success over the last year was based on our collective solidarity and action. We would not have won our contract without the strong unified support and participation of our members. We will win this battle too, with your support. First all, thank you to all those members who came out to the picket lines, it was a tremendous show of unity. Here's what we are asking you to do now:

1. **Send an email to Ben Chu, and Judy White:** Tell them that Kaiser needs to honor our contract and honor our seniority. Kaiser's top management needs to understand that UNAC/UHCP members consider an injury to one, an injury to all, and that we will fight to protect our rights and benefits. [Click here to send an email to Ben Chu and Judy White](http://action.afscme.org/c/388/p/dia/action/public/?action_KEY=5235)
(http://action.afscme.org/c/388/p/dia/action/public/?action_KEY=5235)

2. **Withdraw from participation in LMP activities** that are not contractually required. In November, at the direction of our affiliate leaders, we advised Kaiser that we will not participate in LMP committees and activities until this issue is resolved. This includes UBTs and other committees that are not part of our contract. The only activities that we should continue to participate in are RNAC, Professional Practice Committee, and New Employee Orientation.

As always, thank you for your participation and support, together we have accomplished much, and together we will accomplish more in the future. Send your email now! [Click here to send an email to Ben Chu and Judy White.](http://action.afscme.org/c/388/p/dia/action/public/?action_KEY=5235)
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Reminders, Upcoming Classes, and Meetings

KAISER STEWARD TRAINING

Dates: February 5, 2013

April 3, 2013

June 6, 2013

August 6, 2013

October 2, 2013

December 5, 2013

Time: 10:00 AM – 6:00 PM

Location: UNAC/UHCP Office

955 Overland ct. #150.

San Dimas, CA 91773

Description: Become the best steward you can to serve our members! RSVP for training at www.unacuhcp.org.

ADVANCED LABOR CLASS

Dates: April 10-11, 2013

June 6-12, 2013

October 23-24, 2013

Location: UNAC/UHCP Office

955 Overland ct. #150.

San Dimas, CA 91773

RSVP lupe@unac-ca.org

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.