



KSBHPA

Kaiser South Bay Health Care Professional Association

Transparency – April 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 Angela Gonzalez-Acosta, RN Hospital President

Hello all, many of the nurses are struggling with all of the changes at our hospital and clinics. More than 70 of our co-workers have been told they no longer have a job. Many nurses are finding that their schedules are being changed. As your officers, we also feel the pain. One of your officers received a Reduction In Force notice and will tell you about her struggles. Please know that we are working as hard as we can to minimize the impact of these changes. This is an uncertain time so please reach out to your officers at unionunac@gmail.com or talk to us when you see us round on the units. Nicole, the EAP counselor, is available. I am trying to make myself available as much as possible. I am not making excuses for Kaiser. I want to make this point very clear: The union does not agree with how these changes have taken place. When you look around to see who is trying to help you, you see the union officers and staff representative. Kaiser administration made these decisions but is not available to help staff with the repercussions. I have not seen them during the impacted and affected employees meetings. What sort of message does that send to Kaiser South Bay employees?

I have heard from many nurses that the staffing office has been telling them that they cannot change their schedules or give them the day off because the union, or specifically me, says no. That is categorically false. I do not have the power to control scheduling under the contract. The union and management are

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bound by the rules of the contract. All of us are required to follow the rules. In addition, some rules are Kaiser policy. If it is not in the contract it is Kaiser who sets the policies and procedures. But they are blaming me or the union for their own rules when someone is denied a request. I am constantly reminding the staffing office to stop throwing the union under the bus!

A very important event will take place in May. UHAC/UHCP is having a special one day convention to elect new officers. You should have all gotten that notice and a ballot was sent out to have members sign up as delegates. The deadline for voting has passed and the ballots have been tallied. You should have received a notice in the mail to inform you that at the upcoming general membership meeting a vote will occur. Our financial policy does not allow for us to pay the delegates for this special convention. We are asking members to vote on a potential change to our financial policy to address paying for delegates who attend the convention: 1) pay a stipend; 2) pay lost wages; or 3) no change to the financial policy. The members must decide how the dues money is spent. Given the fights we are having with Kaiser now I expect that the new contract in 2015 will be very difficult and we are going to need as much of our dues money as we can save to be ready for that battle.

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

I would like to thank you for trusting me to serve you as a local officer. I am committed to growing our strength and presence on campus and the community. Thank you for your votes!

So much has happened over the last few months. Lives are being affected, emotions running high, morale is at a low. These are difficult times, but I ask that you trust that UNAC/UHCP has not given up on the fight to protect our contract and rights. We may not get daily updates from the state, but that doesn't mean that nothing is happening. There is work being done behind the scenes daily. What we as a local can do is to show our presence, strength, and unity. Continue to wear your blue or green scrubs to work. We stand out! We want Kaiser to see us!

If you hear things, don't let yourself get caught in the rumor mill, come to us. If you don't like what is happening on campus, go to Leslie Willie!!!!

Staffing objections are being collected and emailed directly to management. As part of our transparency to you, please include your personal email, we are cc'ing you when we send them over. Please be clear about what the house supervisor or manager's response is to you when you tell them you will be filling out a staffing objection. We need to protect our patients and our licenses.



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Thank you South Bay!

A Message from Teresa Alcalá, RN Treasurer

- April 1, 2013- March 31, 2014 Vacation modules are finally completed. The officer and steward group worked very hard and many hours last month in advocating for your contractual time off. We have asked all of the managers to set a time with us to review the vacation modules and answer any questions. We will also assist HR and teach several classes to the managers on the process in January and February.
- Reminder regarding Life Balances. If you are having your life balances denied please contact us immediately at unionunac@gmail.com. Please review the language in our contract. If you do not have a contract book please log on to Myhr and click on the contracts tab.
- Araceli Gillette, RN from 2000 unit is our Nurses Week chair for 2013. She surveyed several members and has a special gift for each of you from the officers during Nurses Week.
- Please fill out any staffing objections needed. The process is the following:
 1. You are out of Kaiser ratio
 2. Fill out the staffing objection and leave a copy in the book. Please write your email at the top so you can have a copy of the email
 3. Charmaine and I collect the staffing objection forms
 4. Staffing objection forms are scanned and emailed to Clarice Crossley, NE and every manager involved. You will be copied on this email.
 5. Staffing objections are presented in the Inpatient RN Committee with HR, management, recruitment, attendance manager, along with your president Angela Gonzalez, RN to do a joint investigation.

Why is this important?

We need to make management aware with hard data that the position eliminations are wrong. This puts pressure on them to make sure they have employed adequate staff.

We need to hold them accountable to the negotiated ratios.

We need to stand together, we are only as strong as our weakest member.

We need to continue to be united in this difficult time.

- We have scheduled a General Membership meeting on **Monday, April 15th, 2013** at the following times: 0815, 0915, 1015, 1115, 1215, and 1315. The meeting will be located at the Terry Weber Learning Center (Old physical therapy department). Food and refreshments will be served.



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Reminders, Upcoming Classes, and Meetings

KAISER STEWARD TRAINING

Dates: 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.**