



# KSBHPA

## Kaiser South Bay Health Care Professional Association

### Transparency – March 2013 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

These are difficult times for all of us at Kaiser South Bay. Personally, I am bothered and frustrated with management's decisions lately. Let me make my opinion very clear! None of your officers, myself included, believe that Kaiser is doing the right thing right now. I do not agree with the position elimination process. I do not agree with the response to the current staffing and floating issues that are happening. I do not agree with the schedule changes that are happening.

What is your union doing to change all of this? Currently at the local level I am involved in meetings to address the floating policy. I am in constant contact with the members who have concerns regarding the recent schedule changes. We met with management, our staff representative and invited some charge nurses to discuss with management the improper floating of late that has been happening. More to come on the float policy but I have not agreed to any changes.

At the state level, many meetings are happening to try to get Kaiser to follow the contract and the income and security agreement process. I have heard the the Coalition of Kaiser Permanente Unions is involved in this process now and when we hear anything more about this we will text, mail, and alert you.

I have a request for all of you. Please continue to fill out a staffing objection every time you are short staffed. I fought very hard to get you a

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free charge nurse every shift. They cannot lead and take a patient assignment. Report this to us on staffing objection forms. If anyone in management is saying that you should not fill a staffing objection, that is wrong. Tell me if this happens. If anyone says to you that you should not worry about staffing because your unit is within DHS ratios, please contact me immediately and fill out staffing objections. This is wrong and we do not agree with Kaiser staffing at less than KP ratio's.

Contact us at [unionunac@gmail.com](mailto:unionunac@gmail.com) for any questions. I am fighting for you.

### **A Message from Kimberly Mullen, RN PSP and Election Chair**

Just a quick message telling you how I feel and freeing my thoughts...

My position has been eliminated, and to date, I have not been "placed." I am afraid and a little angry. I don't want to go to another unit. I don't want to change my hours. I don't want to go to another shift. And, I DON'T want to go to another facility. But, I DO want to work for Kaiser and I WILL DO what is needed to still be employed by Kaiser. They eliminated my position right after we agreed in the National Agreement to NO LAY-OFFS. This truly disappointed me, because I believe that Kaiser is one of the greatest places to work and I feel it was very unbecoming of them to use such tactics. With that being said, I am proud to be a part of UNAC/UHCP. If it wasn't for my union, Kaiser would have just given me notice, and sent me on my way. Because of UNAC/UHCP, I am still working and I have people helping me find another job in Kaiser. I still have great benefits and am still coming to work on my scheduled days... I am thankful for that.

Ultimately what I want to say is.... Kaiser is making choices and implementing them. We, UNAC/UHCP, do not agree with the decisions they are making. We are fighting via grievances to have Kaiser follow the contract. But ultimately, in order to be in the fight, we must still be employed by them. So, even though I don't want different hours, or another shift, or a different unit, or another facility, I may need to accept whatever is offered to me, so I can fight another day to work for a company I think is great mainly because of us... the ones who work there... we are the union... we are UNAC/ UHCP.

### **Reminders, Upcoming Classes, and Meetings**

#### **KAISER STEWARD TRAINING**

**Dates:** April 3, 2013  
June 6, 2013  
August 6, 2013  
October 2, 2013



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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](http://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](mailto:lupe@unac-ca.org)

**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.**