



KSBHPA

Kaiser South Bay Health Care Professional Association

Transparency – June 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

Hi South Bay, so much has happened recently. I am so proud that one of our very own nurses, Charmaine Sunshine Morales, was elected to the UNAC/ UHCP Secretary position. What a day we all had at the special convention which was held to elect three new state officers to work with our President Ken Deitz. So many new faces in the convention hall; about 30 percent were new delegates. That means new members are getting involved and we all welcome them. Charmaine is transitioning into her new role and although we are sad to see her leave us at South Bay, we know she is only a phone call away. I think she will have a special place in her heart for South Bay. When you see her over the next few weeks say goodbye to our friend.

Nurses Week came and went. Most of you heard about the poor management acknowledgement and the five dollar taco reduced to two dollars. We took a picture of one of these famous tacos, looked more like 50 cent tacos! This really felt like a slap in the face to many of the nurses. I want to thank Javier Rodriguez, Yadira Velasquez, Teresa Alcalá, Irma Bermudez, Kim Mullen, Charmaine Morales, Araceli Gillete, and Larry Rick for assisting in passing out your Nurses Week gifts. Your local officers really made it clear to nursing leadership how disappointed we were in the local Nurses Week celebration. In response, we hand- delivered a

Inside This Issue

- 1 Message from the Hospital President: Congrats Charmaine! And Nurses Week Recap
- 2 Message from the Clinic President and Contract Specialist/Treasurer: *UNA/AFSCME Conference*
- 2 Reminders, Upcoming Classes, and Meetings



KSBHPA

Kaiser South Bay Health Care Professional Association

goodie bag with fun stuff and a new contract to nearly every member of UNAC/ UHCP during Nurses Week. Nearly 800 deliveries! A few nurses expressed frustration about the delivery schedule. I want to remind everyone that we all work, many of us have families and we volunteered to take on this gift delivery. Please step up next time you attend a general membership meeting so we can add you to our list of volunteers for future events.

In regards to the position elimination, we expect to hear about a settlement soon. Details will be sent so please read your texts, emails and letters especially if you are one of the impacted or affected nurses. Remember that the primary issue was that Kaiser ignored the seniority clause in the contract. Once this agreement is finalized we will restart our work in the partnership or LMP. More from the state office so again read those emails and letters.

A Message from Javier Rodriguez, RN, Clinic President and Teresa Alcalá, RN Contract Specialist/Treasurer

Javier Rodriguez and I attended the United Nurses of America/AFSCME congress. It was such a great experience to be able to listen to well versed speakers on lobbying for our elderly and less fortunate, and for Medicaid and Medicare recipients. We learned the importance of team intelligence, how the Affordable Care Act affects our jobs, our health benefits and health care systems. We discussed lobbying; nurses stormed Capitol Hill in a professional and uniform matter and addressed the staff of California Senators Barbara Boxer and Dianne Feinstein regarding Social Security, Medicare and Medicaid. We also spoke to their staff about safe ratios and quality care. Both senators' staff agreed and committed themselves to deliver the message to the senators.

It was my first time at this conference. It is in our local financial policy to attend and I encourage any of our members that have never attended to go to the next UNA Conference. It is an invaluable experience to visit Capitol Hill, the Lincoln memorial, the Arlington Cemetery, Georgetown as well as so many important institutions that shape our lives every day.

UNA congress occurs every 2 years. The next one is 2015!



KSBHPA

Kaiser South Bay Health Care Professional Association

Message from Charmaine Morales, Parliamentarian

Association Grievances:

Our normal process when we have problems is to meet and do an Issue Resolution. Too many times we have had management not follow through with their side of agreements. The Band-Aids they put on issues fall off and turn into bigger issues. Your local leaders have filed the following Association grievances on the behalf of our members. If you would like to be a part of helping us collect data to build stronger cases, contact us at unionunac@gmail.com

- #5 – The employer is not following contractual language for floating inpatient nurses
- #7 – Failure to display effective manager and leadership practices. Failure to effectively bargain with the sole bargaining agent of contract UNAC/UHCP
- #9 - Failure to successfully merge two departments. Lack of leadership, charge RN, unfair assignments, out of KP ratio
- #11 – Selective and inappropriate application of the contract in regards to staffing and time off
- #13 – Life balances denied in 4500
- #15 – Failure to bargain with the sole bargaining agent of the UNAC/UHCP contracts in regards to the merging of the 4500 units
- #19 - Failure to effectively bargain with the sole bargaining agent of the UNAC/UHCP CBA in regards to the unilateral management decisions with staffing 2000 unit. Failure to have a mutually agreed upon policy for floating effected staff
- #21 – From January 2012 thru April 2013 Kaiser South Bay hired 53 nurses and eliminated 72 nurses

We had two big events this month for our nurses. One was hand delivering over 700 contracts and gifts to our nurses. Your local leaders, Angie, Teresa, Javier, Yadira and I could not have done this without the extra assistance and time from our PSP chairs Kim Mullen and Irma Bermudez. I would also like to acknowledge 2000 RN Araceli Gilette for taking the time to pick out, order and distribute these gifts.

Second was our Education Class on May 22nd. There were 75 members in attendance for this first time evening class. Feedback from attendees has been reviewed and we now have a jumpstart on making



KSBHPA

Kaiser South Bay Health Care Professional Association

our next class Bigger and Better. Two of our leaders, Javier Rodriguez, RN, and Yadira Velasquez, RN, deserve a round of applause for delivering a well-received class that was created from scratch. More thanks to Angie, Teresa, Irma and Kim for their dedicated time in assisting Javier and Yadira.

In closing this article, I want to thank each of you from the bottom of my heart for your support in getting me to the State Office. I have enjoyed seeing how active and excited many have become. I will be taking a Union Leave effective June 17th while I serve you as your new State Secretary. The turmoil over the last six months has only made us stronger, more united remember that. I have confidence in YOU South Bay!!!!

Reminders, Upcoming Classes, and Meetings

KAISER STEWARD TRAINING

Dates: 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: 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.