



# KSBHPA

Kaiser South Bay Health Care Professional Association

## Transparency – July 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 Teresa Alcala, RN, Contract Specialist and Treasurer

The time is approaching to create our next fiscal year budget for September 1, 2013 through August 31, 2014. Please keep an eye on your mail from us. If you have any questions or recommendations for the next fiscal year please feel free to contact me [unionunac@gmail.com](mailto:unionunac@gmail.com) or (909)706-7709.

**We prevailed!** When the position eliminations were implemented without following seniority, grievances were filed. After months of negotiations, Kaiser has finally agreed to use seniority for the Reductions in Force. Thank you all for the support you gave during this difficult time. It's all about seniority!

Yes, seniority will be used for the November 2012 position eliminations. What does that mean and what happens now?

It is an important victory, yet is a bittersweet win...

- Those who were incorrectly “noticed” by the rules of seniority have received a phone call to rescind their elimination letter.
- The remaining impacted members were given notice correctly following seniority in the RIF (Reduction in Force) language in our contract.
- Unfortunately, this also means management

### Inside This Issue

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will notify new people that should have been given a RIF notice in November 2012 per seniority.

- We still have 30 people that have not been placed in a new and comparable position since 2012. South Bay's management gave notice to 70 nurses in November 2012.

When it comes to being unionized, seniority is our biggest attribute. We stood up and we were heard. We are all the union and we are only as strong as our weakest member. Get involved and help shape your future. We are all busy - I know this. As a wife, mother of a 6 and 7 year old and ER nurse I have managed to give time to our cause. Even one small task would be greatly appreciated. Pay it forward.

### **A Message Sent to Management from South Bay Officers**

To all parties, UNAC/ UHCP local leaders and members are expressing our frustration to you all. Position Elimination activities are still happening. Maybe you do not know what they are all but as management you will take responsibility for your actions. Our team was blasted by our own union members last night because management has not owned up to the fact that it is Kaiser who is eliminating positions and letting the members think or in some cases deflecting the angry nurse to the union as if UNAC/ UHCP is the group responsible for the elimination of positions. I want to make it clear to you all if you think I have not been clear. STOP throwing us under the bus. Take responsibility for you own actions and do not blame UNAC/ UHCP for the budget issues.

Additionally please cease and desist calling any nurse who you eliminated, and they have taken a job somewhere else in another Kaiser, to ask them to come back to work because you are short staffed on the unit from which they were eliminated. That is bold and very inappropriate. This is not an isolated event. Our very own state secretary Charmaine Morales and others were called to ask to work at South Bay! If Kaiser made a mistake on eliminations please work with us in LMP fashion to correct the errors. We can help fix this!

### **A Message from Irma Bermudez, RN Parliamentarian**

As you may have heard, our very own Charmaine Morales has been elected as the new UNAC/UHCP State Secretary. Charmaine will be missed dearly but she will continue her strong work for the masses and will remain a resource we can always count on. Charmaine's strong work at South Bay must continue and I can only hope to fill her shoes in a manner she would be proud of. For those of you who don't know me or might not remember me, my name is Irma Bermudez RN. I was your UNAC/UHCP



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2011 Contract Specialist and I will now serve you as Charmaine's replacement as South Bay's UNAC/UHCP Parliamentarian. I am fast approaching my 10<sup>th</sup> year of service for Kaiser South Bay. The majority of my career has been in the Emergency Department which has been quite challenging, yet very rewarding. As a previous Contract Specialist, I am familiar with the various issues that our affiliate continues to struggle with, such as poor staffing ratios. After my year as Contract Specialist I continued to help our affiliate by working with Kimberly Mullen RN as Co-PSP Chair. Unfortunately, the recent position eliminations put a halt on the strides we had in all LMP activities. I continued to help our local team in any way I could while still working a full time job, caring for my family, and working towards my BSN from California State University Dominguez Hills. I look forward to working with your local officers and hope to bring an additional skill set to your team.

## Reminders, Upcoming Classes, and Meetings

### DON'T MISS YOUR CHANCE TO SPEAK UP!

**With the Affordable Care Act on the horizon, there has never been a greater need for health care professionals who are ready to talk to the media.** Attend media training to be added to the list of UNAC/UHCP members who may be called on to speak out for other health care professionals.

### Sign up for our September 18 training to be prepared

UNAC/UHCP Media Training will prepare you to:

- Be a voice for UNAC/UHCP members or health care professionals
- Give quotes for flyers and press releases prepared by UNAC/UHCP staff

**Wednesday, September 18, 9:30-11:30 am at Kaiser Downey**

**Please RSVP at: [unacuhcp.org/2013mediatraining](http://unacuhcp.org/2013mediatraining)**

### GENERAL MEMBERSHIP MEETING

**Dates:** August 14, 2013

**Time:** 7:00 AM – 2:00 PM

**Location:** Education and Training Room 1-2



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## KAISER STEWARD TRAINING

**Dates:** 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](http://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](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.**