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Kaiser South Bay Health Care Professional Association

Transparency – August 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 Special Announcement

Effective August 1, 2013, we are using a new process for managing grievances. We will now have an electronic grievance tracker linked to iPads and DocuShare/DocuSign programs by the Xerox company. It will be monitored by the state office. The two pilot sites are South Bay and Woodland Hills. Your grievances will be moving toward paperless! KSBHPA is a pioneer for change and technology. Be proud. Remember to read our *Transparency* newsletters, receive our text alerts and visit our website.

<http://www.unacuhcp.org/>

If you have any grievances to file, please contact Javier Rodriguez or Angela Gonzalez at unionunac@gmail.com or (909) 706-7709.

A Message from Angela Gonzalez-Acosta, RN Hospital President

Hello South Bay members of UNAC/UHCP! Many of you have heard that the grievance UNAC/UHCP had against position elimination was withdrawn. Kaiser signed an agreement to use the language of the contract which requires management to use seniority if a reduction in force is required.

At South Bay it is very clear to any nurse working on the units that senior leadership cut so many

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positions that our charge nurses frequently have to take on patients. Kaiser ratios are being violated and even DHS ratios are violated. The local officers—Yadira, Irma, Teresa, Javier and myself—and your staff representative Larry have been bombarding management with emails, calls, and staffing objections that you fill out for us.

Is management starting to listen to us? Yes! As your presidents, Javier and I recently had a meeting with Leslie Willie, who is the South Bay CEO who is responsible for all hospital operations. She has agreed to post new positions. Of course we as your staff representative and officers want any eliminated nurses recalled if possible. We are constantly looking at that in the recruitment department.

Larry has been meeting with Connie Seelinger and Doug Pruss in HR to look at massive amounts of staffing data. The data that truly reflects what is happening on the units every day and not the predicted census management had last November. We are constantly reminding management that they have made massive mistakes with the position eliminations.

We know that many of you are frustrated. We are also frustrated to see that management is taking a long time to fix the problems, but we do not stop voicing out your concerns. Position elimination is a major problem that has caused low morale on the units.

Please keep filling out staffing objections and talk to us when we round on your units. Please sign up to be a steward and get the training needed.

Please contact us at unionunac@gmail.com if you need us. Be sure that we are aware of your situation. Remember we have been affected just like you have. We are fighting for you day and night and I think we will all see some changes favorable to the staff very soon.

A Message from Irma Bermudez, RN Parliamentarian

Poor staffing ratios continue to be an issue hospital wide and sadly the norm here at KP South Bay. Despite efforts on our part, management continues to fail us and our patients. They ignore our staffing objections and petitions to honor KP ratios. They forget our agreement to have a free Charge Nurse 95% of the time. Most importantly, they break state law when going out of ratio and staffing units based on a projected and not actual census. Many of you have voiced concern for patient safety and an unsafe work environment. The position eliminations were a fluke, anyone could have told administration that census would rise and not fall! Frustration is at an all-time high and anger/resentment is building towards management's blatant lack of concern.



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We are all very aware that it is impossible to provide safe and efficient patient care while being understaffed and overworked. This is not rocket science, it is common sense! Evidence-based practice has shown that appropriate staffing leads to better patient outcomes, a safe and healthy work environment, increased staffing morale, and decreased burnout (emotional and physical exhaustion) among nursing staff.

When dealing with staffing objections, our current process involves the following:

- First, orally protest your assignment to your supervisor.
- Next complete a staffing objection to the best of your knowledge ensuring all information such as census, acuity, your name, e-mail, assessment of situation is included. We also ask that you include a copy of the daily assignment in order to get a better idea of your assessment of the situation.
- Inform your supervisor that you will complete a staffing objection and we ask that you include the name of the supervisor you spoke with.
- Add additional comments that you feel are important or reflect on the situation.
- We then we ask that you fax or send the gold copy to the UNAC/UHCP office (address available on reverse side of form)

Locally, we collect staffing objections throughout the month. Staffing issues are then addressed with upper management during the RNC meetings. It is at these meetings where we have continued to fight for you and were we demand better staffing and a safer work environment. We ask management to be accountable for their actions which is why we have agreed to have them personally respond to your staffing objections; this process is fairly new but we feel you deserve an explanation. Although you might feel tired and beaten down, you must know that we appreciate all that you do and we have your back! We are impressed at your professionalism, team work, and your ability to stay afloat while management is continuously pulling at our life line.

For those of you who have expressed your dissatisfaction or who simply feel that what we are currently doing is not enough, we ask that you get involved. We urge you to help make our voice heard!

Please share your thoughts and concerns by calling or e-mailing our Clinical Director of Nursing: Connie Seelinger RN directly at (310) 517-3398/ Connie.L.Seelinger@kp.org. We also encourage you to follow up with Executive Director Lesley A. Willie RN. Mrs. Willie has said that she will “keep you posted” on their progress toward stabilizing staffing and has also said that you should reach out to her if you have any “questions, concerns, or recommendations”. Please contact Lesley A. Willie RN directly at (310) 517-2745 or Lesley.A.Wille@kp.org. She needs to personally hear your side of this story.



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In addition to addressing staffing concerns with upper management, we encourage you to contact DHS when placed out of DHS ratio. You can contact DHS at (800) 228-1019. You can also call corporate compliance at (800) 774-9100 to voice your concerns.

Stay strong!

A Message from Teresa Alcala, RN Contract Specialist and Treasurer

Please note that our Stewards are connected to ineedaunacrep@gmail.com. When you are in need of assistance and need your Weingarten Rights protected please email us. The state office is redesigning our Stewards and we are excited to be part of the upgrades. The next Steward training date is August 6, 2013.

LMP activities began July 1, 2013. If you are interested in assisting toward the PSP and medical center goals please contact us. unionunac@gmail.com

Reminder: You should have received the current Finance policy and constitution by mail. It was sent out the second week of July. If you have any recommendations please inform us. unionunac@gmail.com

The next General Membership Meeting will be held on August 14, 2013 from 8:15 am - 2:15pm. Food and refreshments will be served. Please join us for updates.

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



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Wednesday, September 18, 9:30-11:30 am at Kaiser Downey
Please RSVP at: unacuhcp.org/2013mediatraining

GENERAL MEMBERSHIP MEETING

Dates: August 14, 2013
Time: 7:00 AM – 2:00 PM
Location: Education and Training Room 1-2

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.

JOINT LABOR-MANAGEMENT EDUCATION: LEGAL ASPECTS OF NURSING

Dates: August 20, 2013
Time: 8:00 AM – 4:30 PM
Location: Sheraton Fairplex
601 W McKinley Ave, Pomona, CA 91768

Description: This one day program is designed to teach the fundamentals of the legalities of nursing and the law. Nurses will gain better insight into documentation strategies and techniques to ensure legally defensible documentation and nursing care. Contact the UNAC/UHCP State Office at 909-599-8622 to register.

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



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**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.**