



# KSBHPA

Kaiser South Bay Health Care Professional Association

## Transparency – September 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 UNAC/UHCP Staff Representative Larry Rick, PA

I want to take a moment to reflect and say thank you to some hardworking UNAC/UHCP nurses who are also amazing union leaders. Not only do the nurses mentioned in this article have professional nursing jobs, family and friends to relate with, but they have you, the members that they serve. They serve you with tireless commitment to the contract, to being professionals, to be present in times of need and to the constant bargaining to improve your working conditions.

This has been a hard year for many UNAC/UHCP members. Over 70 members had their positions eliminated and all but a few have fortunately found new positions, most in the Kaiser system. The job placement actions have been monitored in part by one of our own; a nurse who was position eliminated herself, Kim Mullen and yours truly. We are constantly monitoring any new positions being opened and maintaining awareness of which members need to find a job. This task was made much easier recently as over 20 new positions are in the process of being posted. These new positions did not just spontaneously occur. These new positions are the culmination of a massive effort that includes the countless

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staffing objections that you, the nurse on the units, have provided us. Additionally the countless hours in meetings lead by fellow nurses who are leaders, especially these local officers: Angie Gonzalez, Javier Rodriguez, and Teresa Alcalá. They have been in many frustrating and extremely difficult high level meetings with management to plead the concerns of the nurses who were finding themselves short staffed and working in difficult conditions. Officers Yadira Velasquez, Irma Bermudez and Charmaine Morales (now your newly elected state secretary!) have been, along with the aforementioned officers and our attendance chair Kim Mullen, in the new combined inpatient and outpatient RN committee meetings pushing the submitted Staffing Objections data and speaking on behalf of the nurses. I have been supporting these officers and leaders throughout this process, with our focus being to get additional staff, to allow safer working conditions and staffing again at KP ratios along with a free charge nurse.

The local senior leadership team is aware that the forecasts for a reduction in patient census from the region were wrong and that is why we were short staffed on the units. The hospital leadership with the nursing leadership team is working to get the additional nurse positions filled as rapidly as recruitment can fill the positions. I have had very fruitful and very encouraging meetings with Leslie Wille, Clarice Crossley, Robert Blair, Dr. Barbara Carnes and Doug Pruss as we are reengaged in the LMP partnership. The hospital leadership, SCPMG leadership, nursing management and UNAC/UHCP leadership are working together to provide the teamwork required to find the solutions to the challenges you have on the units. You will see that the UBTs will become very active again and the local officers and I will ask that you engage and participate on your Unit Based Teams to provide the answers to the problems you will face on your units. These teams give you a voice to share ideas and concerns. The goal is that we work together to find ways to be more efficient and provide the quality and service that we would want if we were ever a patient in a hospital.

So the position elimination issues would be more than enough to keep us busy at South Bay. They say change is good. I am not so sure I agree. Kaiser has been changing faster than ever before. A new Carson MOB was opened with minimal input from UNAC/UHCP. We were informed of decisions that violated the contract just weeks before the planned opening and Javier along with Teresa spent countless days trying to minimize the impact of decisions that would have violated the contract. UNAC/UHCP President Ken Deitz and I were involved in this process to support the local officers as they were fighting to protect seniority and bargain the effects of the changes to schedules and staffing needs.

Speaking of seniority, we must thank Ken Deitz, our State President, for guiding UNAC/UHCP through very difficult times over these last nine months to correct the issues around seniority and position eliminations. Seniority is very important to any union contract and very important to UNAC/UHCP. Thanks Ken for leading us!



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We spend hours every day, texting, emailing, talking, rounding and meeting with ourselves, members and management to address the staffing concerns, the many contractual issues and the corrective action or grievance issues that frequently occur. We are a team, united, working hard to support, you, the member.

So, Thank You to Angie Gonzalez, Javier Rodriguez, Teresa Alcalá, Yadira Velasquez, Irma Bermudez, Kim Mullen and Charmaine Morales who are hard working union leaders. I am so proud to be a part of this team.

Lastly I want to thank Rose Kaw, Communications Chair, for working so hard to produce your *Transparency* newsletter and get messages out to the membership to keep you all aware of local issues.

Thank you.

### **A Message from UNAC/UHCP President Ken Deitz, RN**

As you probably recall, it was a year ago this month that UNAC/UHCP and the Coalition of Kaiser Permanente Unions (CKPU) began discussions with Kaiser regarding “affordability.” After several months of protracted meetings last autumn, Kaiser announced the position eliminations of roughly 550 employees in Southern California, including 175 UNAC/UHCP members.

At a meeting in late November, over 150 local affiliate officers authorized UNAC/UHCP to withdraw from all Partnership activities as a response to the position eliminations. Our withdrawal had a clear impact. The value of UNAC/UHCP members in UBTs, WPS and Attendance Improvement initiatives was obvious when the Kaiser Southern California ranking of UBTs went from first to last during our withdrawal.

Recently UNAC/UHCP and the CKPU were informed that the Company faces a \$600 million budget gap for 2014. This gap is 20% greater than last year’s gap, although we are unable to verify the gap amount because Kaiser has not shared a detailed budget with us. We sent Kaiser a Request for Information this week.

I am asking that all UNAC/UHCP members continue in the LMP activities at this time. We believe that our boycott demonstrated our value and hope that through our participation in the Partnership, we can help reduce the impact of Kaiser’s financial concerns. However, we are committed to doing what is



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best for all members and will evaluate our position on this issue based on how Kaiser chooses to deal with the \$600 million “budget gap”, which has yet to be verified.

### A Message from Contract Specialist and Treasurer Teresa Alcalá, RN

We Did It!!! After months of persistence and tense negotiations, Management has finally opened 22 positions at South Bay Medical Center. Please continue to file your staffing objections and stand up for KP Ratios!

#### State of the Local: KSBHPA Accomplishments

- Rallied and organized 700 members and community in front of South Bay to protest position elimination
- Update members monthly via *Transparency Newsletter*
- Use text alerts to share information quickly and efficiently
- Enhanced rounding, especially to MOBs – a focus of the new clinic president Javier Rodriguez
- Concentrated rounding during Nurse Week to pass out over 700 gifts and re-confirm phone numbers and email addresses
- Personally hand-delivered a contract to over 700 members, saving the union considerable money in postage - first time ever this was done
- Provide multiple opportunities for education classes, at a convenient venue, on informative topics with overall excellent ratings
- Organized central location for files and affiliate equipment and affiliate post office box
- Created a wildly effective method to contact and request help from local officers and leaders- [Unionunac@gmail.com](mailto:Unionunac@gmail.com) and [ineedaunacrep@gmail.com](mailto:ineedaunacrep@gmail.com). No other affiliate has this system. We respond to your texts and emails within 24 hours, often within the hour!
- Selected as a pilot site for the new grievance tracker. Electronic filing of your grievances to have more timely management of your grievance.
- Had the highest turnout of any Kaiser UNAC/UHCP affiliate at negotiations due to our very successful Contract Action Team (CAT). Team is now transformed into the very beneficial Communication Action Team.
- Despite position eliminations, assisted over 60 members in finding new positions. We do not agree to Kaiser eliminating ANY nurse at South Bay.
- Enforce staffing objections through a process: staffing objections are collected, scanned, emailed to management and a response is due
- Created a very effective attendance review team that allows us to frequently remove attendance inquiries before the members even know that they are under management suspicion



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- Highlight poor manager behavior to senior leadership
- Combined the inpatient/outpatient RN committee meetings to better utilize union leadership time
- Resolve a substantial number of issues for many members through issue resolution
- Strongly fought the lousy management Nurse Week celebration. We promise it will be better next year.
- Local officers and contract specialist dedicated a month to ensure members get their time off during the vacation module. We have the lowest number of vacation denials ever!
- Proudly discovered and nurtured local officer Charmaine Sunshine Morales who is now an elected state officer

## Work in progress:

- Continue to find positions for eliminated nurses.
- More rounding on night shift
- Fighting for you daily on issues of poor staffing and no free charge.

## AFSCME Family Scholarship 2014

Announcing the 2014 AFSCME Family Scholarship Program for children of full dues-paying AFSCME members, including UNAC/UHCP members. Scholarships of \$2,000 will be awarded to ten (10) applicants selected from the applications who meet the eligibility requirements.

The scholarships will be renewed for \$2,000 each year for a maximum of four years, provided the student remains enrolled in a full-time degree program at an accredited institution. The scholarship may be used for any field of study.

To be eligible for a scholarship the student must:

- \* Be a graduating high school senior whose parent, legal guardian or financially responsible grandparent is a full dues-paying AFSCME member;
- \* At the time the scholarship is awarded, be enrolled in a full-time degree program either at an accredited four-year institution or at a two-year institution that will transfer credits to a four-year institution; and
- \* Have taken the SAT or the ACT.

For detailed information on the application process and to download an application, please visit [afscme.org/family](http://afscme.org/family).



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If you have problems downloading the application or have questions regarding the application process, please contact Sonte DuCote at (202) 429-1079 or [sducote@afscme.org](mailto:sducote@afscme.org).

For informational flyers, please contact AFSCME Advantage at (202) 429-5066 or email [tmitchell@afscme.org](mailto:tmitchell@afscme.org)

## 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)**

### KAISER STEWARD TRAINING

**Dates:** 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)



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## **JOINT LABOR-MANAGEMENT EDUCATION: GENDER MATTERS – A WOMEN’S HEALTH CONFERENCE**

**Dates:** September 25, 2013

**Time:** 8:00 AM – 4:30 PM

**Location:** Sycamore Plaza  
5000 Clarke Ave.  
Lakewood, CA 90712

For more information contact the UNAC/UHCP State office at 909-599-8622.

## **JOINT LABOR-MANAGEMENT EDUCATION: AMERICAN ACADEMY OF AMBULATORY CARE NURSING (AAACN) – AMBULATORY CARE NURSING CERTIFICATION REVIEW COURSE**

**Dates:** September 25, 2013

**Time:** 8:00 AM – 4:30 PM

**Location:** Cabrillo Marina  
224 Whalers Walk  
San Pedro, CA 90731

For more information contact the UNAC/UHCP State Office at 909-599-8622.

## **STAND UP WITH THE WALMART 60**

Support Walmart Strikers.

**Dates:** September 5, 2013

**Time:** 11:00 AM

**Location:** Pershing Square (Downtown Los Angeles, corner of 6<sup>th</sup> and Olive)

Americans believe in speaking up when something’s wrong – and the freedom to act together to make things right. But when Walmart workers came together to protest Walmart’s attempt to silence workers, Walmart responded by firing and disciplining more than 60 workers. It’s wrong for Walmart, America’s biggest company, to punish workers for exercising our legally protected rights. March with us and call on Walmart to reinstate and remove disciplinary actions from the Walmart 60!

**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.**