



# KSBHPA

Kaiser South Bay Health Care Professional Association

## Transparency – October 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

The end of the year is approaching and it is time to submit Holiday requests. Remember the contractual language when you request your Holidays. Some key points to remember when filing your preferences: *Each Health Care Professional shall be scheduled off work on at least one (1) of the following designated holidays each holiday season: Thanksgiving Day, Christmas Day, New Years' Day. Preferences shall be awarded in order of affiliate facility seniority. If using vacation days during Thanksgiving/Christmas/New Year's, those days would count for selection of the major designated holiday.*

Flu season is here remember to get your flu vaccine. Look for the flu carts on your unit or the flu vaccine stations around the hospital. Don't forget it is part of our PSP goal.

Good news! As you know, your staffing objections were a big help to prove to management that we need more nurses. Therefore, some positions were posted and you will begin to see more staff on the units. Please continue to fill out the staffing objection forms and they will be collected as your officers round. State office is in the process of making the forms easier to use.

UBT's are in the process of being revamped since

### Inside This Issue

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we are participating in LMP activities. Please participate in your local UBT and become a member. Your participation will be greatly appreciated. Speak with your manager if you want to become involved.

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

You hear about Unit Based Teams, but what's the catch? UBTs will change your work life. How? Let me list the ways...

- ✓ Opportunity to work with your manager to create an atmosphere in your unit that works
- ✓ A platform to voice your opinions. They do matter! You matter!
- ✓ The main conduit to show management that we have the ideas that will make the medical center the best place to work
- ✓ We need to be stronger than ever
- ✓ We need to prove our worth to this medical center and show them we are the best frontline workers they will ever have
- ✓ Focus on total health, workplace safety, your attendance and maintaining KP ratios
- ✓ [labormanagementpartnership.org](http://labormanagementpartnership.org)

If your unit based team is not up and running please let us know. [Unionunac@gmail.com](mailto:Unionunac@gmail.com). It's our contractual obligation.

### **Did You Know? *The Benefits of Being a UNAC/UHCP Member***

#### **Professional Staff Assistance**

A highly qualified staff is available to assist you in all matters of collective bargaining and representation.

#### **Legal Assistance**

UNAC/UHCP has an internal Legal Department committed to providing high-quality representation to members, local affiliates, and UNAC/UHCP on labor law issues.

#### **Legal Representation Expense Reimbursement for UNAC/UHCP Members**

Upon completion of a written application by a UNAC/UHCP member, UNAC/UHCP may approve reimbursement of qualified expenses incurred as a result of a formal accusation, investigation notice,



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or formal settlement discussions and/or agreement with a California Healing Arts Board for the board governing the member's healing arts licenses. To find out how to apply and learn about limits and exclusions, contact your UNAC/UHCP staff representative. The written application needs to proceed incurring the expense.

### **United Nurses of America**

UNAC/UHCP is affiliated with the United Nurses of American (UNA), the voice of nurses affiliated with the American Federation of State, County and Municipal Employees (AFSCME), AFL-CIO. Through UNA, UNAC/UHCP nurses have direct involvement on a national level in policies and decisions that affect professional nursing. UNA affords all UNAC/UHCP nurses the opportunity to interact and share experiences with other AFSCME nurses from around the country.

### **Life Insurance**

After you are a member for six months, a \$1,750 Life and Accidental Death & Dismemberment (AD&D) insurance policy is included with your membership.

### **Dental Plan Options**

Purchase of a group dental plan is available as an option to UNAC/UHCP members and their families. Members have the choice of enrolling in Delta PMI or Delta Premier dental plans.

### **Continuing Education**

In keeping with our professional development policies, UNAC/UHCP provides selected clinical subject courses as well as courses in labor-management relations. Our Continuing Education (CE) seminars feature prominent lecturers for moderate fees charged to members and a somewhat higher fee to nonmembers.

### **Retirement Bonus**

A one-time payment of \$500 is given to any member who retires and had been a UNAC/UHCP member for the past five years prior to retirement. UNAC/UHCP will also continue to pay your Life and AD&D Insurance until the age of 75.

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

### **KAISER STEWARD TRAINING**

**Dates:** December 5, 2013

**Time:** 10:00 AM – 6:00 PM

**Location:** UNAC/UHCP Office



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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.**