



KSBHPA

Kaiser South Bay Health Care Professional Association

Transparency – December 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 Yadira Velazquez, RN Secretary



With the holidays here, we find ourselves constantly trying to keep up with home, work, and school schedules. With that said, I thought it may be helpful to give you all a few friendly reminders.

Life Balance

Don't forget to use your life balance days. Make sure you request it in TORT at least two weeks in advance. This makes it easy for us to be able to track your manager's response should there be any problems with approval. Please let us know if you have been denied this time as it is contractual. If you don't use your time, you lose it.

Education Time

Meant to be used on your days off as extra pay for education. Not to be used for mandatory training. If you are asked by your manager to complete a mandatory class, it should be paid as training time. If in doubt, please reach out to us. We are more than happy to answer your questions.

2300 ARTICLE XXIII – EDUCATION

2316 Education Leave Accumulation

2317 Health Care Professionals may accumulate unused Education Leave from year to year to a maximum of six (6) days.

Inside This Issue

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- 2 A Message from the 2014 Contract Specialist: 2013 Year in Review
- 3 Did You Know? Weingarten Rights



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ARTICLE XXIV – PART-TIME AND IRREGULARLY SCHEDULED

2412 Education Leave with Pay

2413 Part-Time Health Care Professionals, regularly scheduled twenty (20) hours or more per week, may use three (3) workdays of Education Leave per year after the completion of one (1) full year of employment. Part-Time Health Care Professionals may accumulate unused Education Leave from year to year to a maximum of four (4) days. The Education Leave may be taken in increments of less than four (4) hours.

A Message from Kimberly Mullen, RN 2014 Contract Specialist

We have had to endure many changes and challenges this year.

We had the largest RIF (Reduction in Force) in the Southern California Region in November 2012. This caused an attitude of mistrust, fear, anger, hurt, disappointment, and frustration in many of us for 2013. We watched our coworkers' security get ripped from them as they were told they no longer had a job at Kaiser and needed to look for work immediately. We feared for our own positions and were unsure of what management would do next. None of this made sense to us! We couldn't believe management had let go of more than 70 Inpatient Registered Nurses when they couldn't even staff to ratio! We needed more nurses, not less!

We demanded that they follow our contract.

We filed grievance after grievance.

We put LMP activities on hold until they were willing to work in LMP fashion.

We picketed.

We worked short-staffed.

We filled out staffing objections.

We held management accountable for their decisions.

We stood by one another and understood that an injury to one is an injury to ALL!



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Management heard our cry. They opened up some positions and filled them. Unfortunately, it has proven to not be enough. I know we are still working out of KP ratios. KP ratios are to be followed at all times including breaks. Recently, I have started to hear again that filling out staffing objections doesn't fix anything and management doesn't care. That's not true.

Last RN Committee, management has recommitted to answering the staffing objections within a week. Staffing objections are an important tool for all of us! Thanks to your efforts of filling out staffing objections, management DID hire more nurses. It may take time, but if they are not staffing appropriately, you need to voice your concerns. So please, **FILL OUT A STAFFING OBJECTION EVERY TIME YOU ARE OUT OF KP RATIO, INCLUDING BREAKS.** This will help protect you and help us get the information we need to give to management. Remember to put your personal email on the top.

In closing, I would like to thank all of you for your hard work and endurance through the 2013 struggles. I hope that most of our turmoil is behind us and I look forward to a prosperous LMP - style 2014. There is a UBT kickoff on December 11th, and I don't know about all of you, but I am glad to be working in LMP fashion again. I am proud to work for Kaiser Permanente - South Bay. We have proven time and time again to be innovators and leaders even when others didn't believe in us. We have improved tremendously over the past decade, and I look forward to working with this great team of health care professionals at South Bay.

Now I ask that you please... enjoy your holidays, enjoy your families, enjoy your work, enjoy everything you do, and most importantly... **ENJOY YOURSELF!**

With love,

Kimberly Mullen, RN
2014 Contract Specialist (that's right, I will be your UNAC Contract Specialist for 2014)

Did You Know? *Weingarten Rights*

Know Your Weingarten Rights

Anytime you are questioned by a supervisor where you believe discipline may result or notes are kept by the supervisor:

1. Request a UNAC/UHCP Representative. Management must ensure a Representative is supplied upon request.



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2. BEFORE YOU ANSWER ANY QUESTIONS, YOU HAVE THE RIGHT:

- a. To know who is your accuser.
- b. What specific rule you're accused of violating.
- c. To review documentation management may have against you.
- d. To time to confer with your Representative.

3. Don't answer anything if a Representative is not provided, just keep the chair warm.

Print out this page. Bring it with you if called to a meeting, and read the following:

"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, officer, or steward be present at this meeting. Until my representative arrives, I choose not to participate in this discussion."

UNAC/UHCP: 800-762-5874



**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.**