



KSBHPA

Kaiser South Bay Health Care Professional Association

Transparency – February 2014 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 Angela Gonzalez-Acosta, RN President

It's that time of the year! Yes, vacation selection time. Please review your seniority date in the modules posted in your units. If you think it is incorrect please inform your manager. The deadline to turn in your choices is February 28, 2014. UNAC/UHCP is supporting **paper requests only and not TORT**.

Contract Language: Article XVI

Paragraphs 1633–1665

Pages 35–40

Vacation requests for increments of one week or more must be submitted **in writing** to your immediate supervisor prior to March 1, 2014. The approval process will be done in partnership with management. We strongly feel this process has been successful and we urge you to submit your requests on time in order to avoid any confusion

Your choice for a minor holiday will also be included in this year's annual vacation bidding process. Minor holidays include **Labor Day**, **Memorial Day**, and **Independence Day**. If you would like to be off on a minor holiday, please include your choice on your annual vacation request.

Please note that the vacation eligibility date determines the Health Care Professional's

Inside This Issue

- 1** A Message from the President: *Holiday Selections and UBT*
- 2** A Message from the Committee/PSP Chair: *New Position, Total Health Kick Off and \$500 Bonus*
- 3** Reminders, Upcoming Classes, and Meetings



KSBHPA

Kaiser South Bay Health Care Professional Association

accrual rate and is their date of hire, unless it is adjusted for unpaid leaves of absence or for the period of time that the Health Care Professional worked in an ineligible status.

Key Points:

- Vacation requests are due in writing to the supervisor prior to March 1, 2014. Please include your minor holiday selection.
 - By seniority, UNAC/UHCP members will be awarded their first two choices.
 - The number of employees allotted time off concurrently depends on your unit's core staff.
 - The vacation module will be from April 1st to March 31st of the following year.
 - Shift differentials will be paid on all compensated hours including vacation.
 - If using vacation days during Thanksgiving / Christmas / New Years, those days would count for selection of the major designated holidays.
- * Please read Article XVI for additional negotiated language around vacation/time off.

Do you know the members of your department Unit Based Team? If not, please ask your manager and support the work of the UBT. South Bay UBT's have been revamped and will now be the focus this year. The focal point this year is on "AFFORDABILITY." Please share your ideas with your UBT on how you can reduce costs in your department.

A Message from Rose Kaw, RN Committee/PSP Chair

Hello, my name is Rose Kaw. I work on the 3000 Telemetry Unit and I am a new officer here at South Bay in a new position – the PSP/Committee Chair. This role was created specifically to help organize participants for Performance Sharing Program (PSP) activities and help meet our annual performance goals, which focus on seven key areas:

- Affordability
- Attendance
- Workplace Safety
- Clinical Quality
- Inpatient Care Experience
- UBT Affordability
- Healthy Workforce



KSBHPA

Kaiser South Bay Health Care Professional Association

In this new role, I am learning a great deal about our union and all the hard work done behind the scenes by your officers. I would like to share this important work with you, along with all the valuable information that I learn as I begin this new journey.

This year, as part of meeting our Health Workforce goals, there is an opportunity for us to receive **up to \$500** just by completing **five simple steps** by year-end 2014:

- 1. Take the Total Health Assessment on kp.org (anytime after 2012 or later will count)
- 2. Complete a screening for smoking (anytime after 2013 or later will count)
- 3. Complete a screening for blood pressure (anytime in 2013 or later will count)
- 4. Complete a screening for body mass index, or BMI (anytime in 2013 or later will count)
- 5. Complete a screening for total cholesterol (anytime in 2013 or later will count)

Please attend the **Healthy Workforce Kickoff on Wednesday, February 12, 2014 from 10:00 am to 2:00 pm** at the Farmer's Market outside of the Parkview Building for onsite screenings and more information. **And please remember that any information you share will be kept CONFIDENTIAL and will NEVER be used against you.** For any questions, please contact Tiffany Creighton at tie-line 8-341-7879 or Tiffany.L.Creighton@kp.org.

Reminders, Upcoming Classes, and Meetings

KAISER STEWARD TRAINING

Dates: Friday, April 4, 2014
Wednesday, June 4, 2014
Thursday, August 7, 2014
Thursday, October 16, 2014
Wednesday, December 3, 2014

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! **To register for Steward Training, [click here](#).** You must register for this event in advance. You will need the confirmation email you receive as your ticket to get in the door on February 5.



KSBHPA

Kaiser South Bay Health Care Professional Association

GENERAL MEMBERSHIP MEETINGS

Dates: Thursday, February 27, 2014

Thursday, August 14, 2014

Time: 8:00 AM – 4:00 PM

Location: Kaiser South Bay

Education and Training Room (next to the Staffing Office)

UNAC/UHCP UNITE! Text UNACSB to 411247 to be advised of South Bay training, education classes, 2015 contract negotiation meetings and more! Spread the word!

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.