



# KSBHPA

Kaiser South Bay Health Care Professional Association

## Transparency – March 2014 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 Larry Rick, PA Staff Representative

I want to take a moment to share thoughts about the journey that we need to take together in 2014. I am asking that every member at South Bay Kaiser get involved in your union. You are all the union, and the union needs you now. Many of you either know a nurse whose position was eliminated in 2013 or were affected. Many of you may have a family member affected by the current economic situation in this country. All of you want to live comfortably now and thrive when you retire. In order to keep our benefits we need you! Why?

We need you to be a part of your UBT in your unit. This allows for you to share ways to be more efficient and work together with Kaiser to make our care to the patients more affordable. This UBT participation is part of our National CKPU agreement and your participation in the PSP goals gives you a payout of \$2,118.95 this March. Wow, that is not insignificant. Think of it as bonus money and it also covers the dues you will pay in 2014 plus extra spending money.

We need you to come to work when you are well. Attendance is very important to controlling costs in Kaiser. Reduction in call offs can save hundreds of millions of dollars, and this savings gives us more leverage in keeping our benefits next year in negotiations.

### Inside This Issue

- 1 A Message from the Staff Representative: *Get Involved!*
- 2 A Message from the Secretary: *FCC/Peds Bid Through*
- 2 A Message from the Treasurer: *Total Health Incentive Plan*
- 3 Reminders, Upcoming Classes, and Meetings



# KSBHPA

Kaiser South Bay Health Care Professional Association

We need you to avoid injury. These injuries to our coworkers affect us all. They could result in permanent disability and severely affect your financial future.

We need you to be involved as stewards and Contract Action Team (CAT) members. Sign up info is at the end of this article. Being involved helps us help our coworkers with representation needs or information exchange that is valuable to us all.

I need you to take all of this seriously. Our future and our benefits depend on each other. If we all do our best to provide the best care to our patients and assist with the need to make Kaiser more affordable we continue to ensure we keep the best benefits in health care. If Kaiser succeeds we succeed. It is that simple.

## **A Message from Yadira Velazquez, RN Secretary**

In August of 2013, UNAC/UHCP was contacted by staff on in the FCC/Peds department voicing their desire to change to a 12-hour shift schedule. UNAC/UHCP has invested significant efforts in making this finally happen. Teresa Alcalá, RN, Steward Coordinator and Angela Gonzalez, RN, President were the two key drivers who assisted in voicing the concerns of the FCC/Peds staff members. Management faced many challenges, and the process became lengthy. Following contractual language, we were able to work through the challenges in collaboration with management and are proud to announce that the bid through was successfully completed on February 24, 2014. Way to go team!

## **A Message from Irma Bermudez, RN Treasurer**

As we move forward in partnership, Labor and Management agree that we all play a significant role in making South Bay Kaiser Permanente the best place to work. Having a healthy workforce leads to a healthy work environment which is a contributing factor in customer satisfaction and better patient outcomes. Our health status is directly related to absenteeism, ratios, and safe working conditions. Keeping us healthy is in the employer's best interest. So what does total health mean to you?

In the past couple of years we have been asked to complete the Total Health Assessment (THA), a tool which provided us with an overview of our overall health status. For some, this tool gave us a reality check and a jump start on our health incentives. This year the THA is part of Kaiser Permanente's new



# KSBHPA

## Kaiser South Bay Health Care Professional Association

**Total Health Incentive Plan (THIP).** The THIP is part of the 2014 PSP goals. How does the THIP affect you?

You can receive up to \$500 at the end of the year if you do the following:

- ✓ Take the Total Health Assessment (THA) on kp.org
- ✓ Complete a screening for smoking
- ✓ Complete a screening or Blood Pressure
- ✓ Complete a screening for body mass index
- ✓ Complete a screening for total cholesterol

You might have completed most of these screenings already. South Bay's Healthy Workforce team will provide opportunities for you to get screened without making a doctor's appointment. All personal health information you share will be kept confidential and management has guaranteed us that your information will never be used against you in any way. The goal of the THIP is improved health for you!

## Reminders, Upcoming Classes, and Meetings

### KAISER STEWARD TRAINING

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

**Time:** 9:00 AM – 5:00 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.

### GENERAL MEMBERSHIP MEETING

**Dates:** Thursday, August 14, 2014

**Time:** 8:00 AM – 4:00 PM

**Location:** Kaiser South Bay



# KSBHPA

Kaiser South Bay Health Care Professional Association

Education and Training Room (next to the Staffing Office)

## **BECOME A CONTRACT ACTION TEAM MEMBER**

Help us prepare for 2015 contract negotiations by becoming a Contract Action Team (CAT) Member. CATs assist by communicating important information with co-workers on your unit and distributing written communications, such as union flyers, newsletters, etc.

1. Please provide the following info by emailing [unionunac@gmail.com](mailto:unionunac@gmail.com):

- Name
- Email
- Phone number
- Department
- Shift

2. Text UNACSB to 411247 for news and updates

**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.**