



KSBHPA

Kaiser South Bay Health Care Professional Association

Transparency – November 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

Hello members I would like to take the time to inform you of all of the hard work that we, as your current officers do on a daily basis. We always have your best interests in mind and strive to be THE BEST PERFORMING MEDICAL CENTER. As the local UNAC/UHCP President and with the help of my great team, we have made management listen and actively get involved to meet our PSP goals. We have had many meetings and honestly many disagreements, but they finally realize that this medical center cannot perform without the help of our frontline workers. We are committed to being involved in the LMP in all issues that impact our members. We are near the end of the year. As Kaiser Permanente employees, we still have much work to do. As your president, I ask for you to please do the following:

- 1) Sign on to kp.org
- 2) Complete your THA
- 3) Take your flu vaccination
- 4) Get involved in your UBTs

Kaiser is asking us to do this in order to remain healthy workers. We can do this by getting involved and encouraging our co-workers to do the same. Please keep us informed of any change to your email, address and phone number. We want accurate information because we have

Inside This Issue

- 1 A Message from the President: *The Keys to Success*
- 2 A Message from the PSP/Committee Chair: *New Building and Contract Negotiations Update*
- 4 A Message from the Steward Chair: *Sincere Thanks*
- 4 A Message from the Staff Representative: *Sincere Thanks*
- 6 Reminders, Upcoming Classes, and Meetings



KSBHPA

Kaiser South Bay Health Care Professional Association

negotiations coming up next year and we will have constant communication with our members.

A Message from Kimberly Mullen, RN Contract Specialist

When people see me walking the halls or rounding on their units, there are two questions that keep coming up:

1. What will happen to us when the new building opens up?
2. What are we going to do about contract negotiations next year?

I'm sure many of you have the same questions. Below is all the information your UNAC/UHCP officers have been provided:

What will happen to us when the new building opens up?

Management has NOT indicated that there needs to be a bid through. So, departments will be moved to the new building, and members will stay in their department and on their shift. There may be a few non-alarming weekend switches to balance the schedule, but these minor adjustments are not any different than the ones that happen throughout the year. Per our contract (Article XV, Paragraph 1512), management has a right to change our schedule for efficient operational needs; they just need to notify UNAC/UHCP and give the affected member 30 days notice. But for the most part, a whole department will simply relocate intact.

This tall, untainted building is scheduled to open in February. The rooms are spacious, the units are nurse-friendly, and the equipment is new. A couple of the UNAC/UHCP leaders have walked the halls and report how they are amazed at the beauty of our new building. There ARE break rooms, in case some of you heard otherwise. There is a sparkling-clean cafeteria with an outdoor eating area, and it is accessible to all our units.

The best part of this move to the new building is something we have been fighting for year after year: STAFFING. Angela Gonzalez and the other Union Officers have pushed and pushed for management to do what they said they would do. Through countless hours of Angie speaking with Clarice and upper management, they say we will have a FREE CHARGE NURSE AND BE WITHIN KP RATIOS. I can't wait!!! Thank you Angie, Javier, Teresa, Irma, Yadira and Rose for all of your strength and perseverance.



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Kaiser South Bay Health Care Professional Association

What are we going to do about contract negotiations next year?

Honestly, in 2012, we fought hard to keep our pension and medical benefits. The point is that we showed up in our UNAC/UHCP blue scrubs and stood up for our benefits. We showed them that we care about what they decide and we showed them the faces of who they are affecting. We have strength in UNITY and in numbers. Thanks to our strong UNAC/UHCP leaders we were able to come out of 2012 negotiations unscathed AND UNAC/UHCP got us 3% raises over the next three years!! We did promise some things in return though, and now it's time to follow through on our part. We said we would (1) help Kaiser save money in our departments, (2) take the THA, (3) take our Flu Shot, (4) get healthier and, (5) get people to sign up on KP.org. When we keep our word on these items, Kaiser saves money. We can go to bargaining next year and talk about the money we've saved for Kaiser. Our benefits are on the table every time we do national bargaining. These benefits include sick time, life balance, pay, retirement, pension, 401(k), health plan, dental plan, vision plan, vacation, education and much more. THESE BENEFITS ARE NOT GUARANTEED AND YOU NEED TO DO YOUR PART TO HELP US KEEP THEM.

How do we help? UBTs. Each unit is a Unit Based Team. There are 63 UBTs AT Kaiser-South Bay. We need 75% of these teams to be functioning at a Level 4 or higher by the end of this year and I am proud to announce that we have met and exceeded that goal.

Another way we help is by getting healthier. I didn't know this before, but the employees are the ones who use most of the services at Kaiser. How are we to prove ourselves and our commitment to getting healthier? THA (Total Health Assessment). We need to have 75% of employees across the region take the THA. Sign on to KP.ORG and take your THA. The information you enter is anonymous, the invasive questions have been omitted, and it takes less than 30 minutes to complete. Plus, there is a \$500 incentive this year. The data shows that we, as a Region, have already done the difficult part of getting healthier and doing our screenings, but we only have 42% of employees that have completed the THA. If 75% of employees do not take the THA, none of us get the \$500. That's \$500 per person! Please do something with your team to make sure everyone in your department has taken their THA.

Flu Shot. It's mandated. We need 95% of employees to take it. The Flu Shot protects you, your family, your children and your patients. Even if you do not have symptoms, you can carry the Flu virus to others and it is DEADLY to babies, elderly, patients on chemotherapy and other immunocompromised people. There is a vaccine available for those who are allergic to eggs. There is a preservative-free vaccine. There is a shot for everyone. Where do people go when they get the Flu? HERE! Don't injure your family, coworkers and patients. Please get the flu shot.

The big affordability PSP Goal is to sign up our patients onto KP.ORG. This will free up some of the clinics, can prevent serious illness, can streamline access to labs, getting professional advice and



KSBHPA

Kaiser South Bay Health Care Professional Association

reordering medications. This saves us time, saves the company money, and helps patients. It's a no-brainer. By meeting this goal, we help our bargaining team at the table next year.

A Message from Teresa Alcala, RN Steward Chair

Thank you for all of your love and support during my crisis. As many of you know, my family and I lost our home to a fire last month. It took 60+ firefighters and 90 minutes of hard work to put out the fire. I thank my health care family. You were overwhelmingly there for me and I will never forget it. All we had left were the clothes on our backs that afternoon. I was officially homeless. But, I have my colleagues, my career, my benefits, pay and I have a greater appreciation for it all and will continue to fight for it! I am even more grateful for my career and my membership with UNAC/UHCP!

I decided to run for a position on the Board of Directors for UNAC/UHCP because I want to pay forward all of the assistance that my South Bay family gave to me. Without your help this tragedy would have been much more difficult and severe. My family and I thank you from the bottom of our hearts.

Being one of seven Board of Directors for over 24,000 members at UNAC/UHCP is exciting.

I will continue my full time job in ED and my officer position as Steward Coordinator. I enjoy working at South Bay and working with my Union team Angie Gonzalez, Javier Rodriguez, Rose Kaw, Kimberly Mullen and Irma Bermudez.

In regards to negotiations, please look out for an email sign up sheet from me for our 2015 negotiation sessions coming up in April 14-16. Get ready :)

A Message from Larry Rick, PA Staff Representative

Ebola has been in the news lately, in fact we are saturated with the fear of the unknown and many dramatic situations. Yes, Ebola Virus Disease is a life threatening infection and precautions need to be used to protect your health and prevent infection. I have been involved with KP's Disaster Preparedness planning for years. Plans for earthquakes or any strain on the health care system are the focus of this national KP team. Ebola planning which includes proper treatment and risk reduction for the infected member are part of this work, but most important to me is the protection of all workers including UNAC/UHCP members. Countless hours of medical preparation which includes supply chain management, staff readiness and most importantly the safe identification of infected patients and the



KSBHPA

Kaiser South Bay Health Care Professional Association

proper PPE used to protect the staff from Ebola. This PPE requires training to safely use with the training including donning/doffing in practice drills before any employee ever is involved in the care of a possible or proven Ebola patient. Not once have I heard anyone in Kaiser Permanente suggest the cheapest equipment be used or any decision or planning not be entirely thoughtful or well designed with regards to protecting all workers. This is a very dynamic situation and many questions still are unanswered but I ask that we all remain calm. Ask for training and get the facts from the CDC and KP at the infectious diseases website. If you are concerned, contact your infection prevention office. The KP ID website is <http://kpnet.kp.org/california/scpmg/kpid/> from your work computer.

One way to protect yourself from illness is to take your influenza vaccine. Influenza kills 8,000-40,000 people who would not have died have they taken the influenza vaccine. If you have concerns about the safety please contact infection control and also go to the CDC website to inform yourself. The influenza vaccine is part of the PSP payout. Not only is it for your health and your family's protection but it saves you from infecting a patient.

Another important issue is the need to take the THA and sign up for [KP.org](http://kp.org). These are goals that the unions and KP agreed to work on together. They are part of the promises made during negotiations in 2012 that kept your benefits whole. If we do not meet our mutually agreed to goals it is likely KP will use that against us in the 2015 negotiations.

Most of us want to come to work, see our patients and go home. I want the same. But I know that without a strong union and exceptional union officers the work required to keep our benefits would not be possible. I know you see your officers as co-workers. I think you should see them as tireless heroes. They give more time to this work than they will ever share with you. Rest assured they work around the clock to keep your contract whole, your rights intact and also our patients safe. Thank these officers when you see them. Angie Gonzalez who is your president, Javier Rodriguez who is your vice president, Rose Kaw who is your secretary, Irma Bermudez who is your treasurer, Teresa Alcalá who is your Steward Chair and newly elected Board of Director to the state office, and Kim Mullen who is the Master Committee Chair and current contract specialist for 2014. We are really accomplishing goals no other medical has been able to do.

I want to conclude with a request and a story about community service. Please respond to Cherry Paredes who is the new Community Affairs Chair. She will assist us in meeting the obligation we all have to the communities we work and live in. I know how this feels and will reflect back on a recent community event. I worked in the medical tent for Tough Mudder in Temecula recently. As the website states this is probably the hardest event on the planet. Twelve miles of mud with amazing mountains and over 25 British Special Forces-designed obstacles including electroshock. The event supports Wounded Warriors. This 14-hour shift was long, the drive tiring but the rewards unbelievable. We



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treated several hundred injured mudders in a field hospital. Many sprains, strains, lacerations, abrasions of 10 percent or more of the body, dislocations, total exhaustion and severe dehydration. I cared for a young woman with a life threatening diagnosis out of the hospital days before. She was severely dehydrated like 50-75 patients before her. Treating her allowed for her to return to the challenge complete the event and bring in her children to show us all that she would not quit. This event teaches participants that there are no quitters. We were all choked up. My request of you all is get involved in your community. Not only make a difference in your job at KP but in the communities where we live. Give back because it will change you!

Reminders, Upcoming Classes, and Meetings

NATIONAL NEGOTIATIONS

The coalition of Kaiser Permanente Unions (CKPU) will begin bargaining our new contract with Kaiser next year. Plan now to attend Southern California bargaining as an observer – your presence shows Kaiser we care about what happens to our contract and that we will not back down!

Dates: March 30, 31, and April 1

Location: Southern California

Dates: April 14, 15, and 16

Location: Southern California

Dates: April 28, 29, and 30

Location: Northern California

Dates: May 12, 13, and 14

Location: Southern California

Dates: June 2, 3, and 4

Location: Southern California

KAISER STEWARD TRAINING

Dates: 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!



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JOIN OUR TEXT CLUB FOR ANNOUNCEMENTS, BROADCASTS, AND REMINDERS

To opt in, simply type in the short code "411247" with the keyword "UNACSB".

After you have sent your keyword to 411247, you will receive a text asking "Are you sure you want to be part of text club?" Please respond with Y for Yes, N for No.

Make sure you send the Y for yes to be completely subscribed.

We look forward to your participation.

**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.**