



KSBHPA

Kaiser South Bay Health Care Professional Association

Transparency – October 2015 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 Larry Rick, PA Staff Representative

Dear UNAC/UHCP South Bay members, this has been a very difficult year with many challenges for us at South Bay. We have a new hospital. All of the work that went into the preparation to move to the new hospital, the actual move, and then a functioning hospital was really hard for most of the medical center staff. The UNAC/UHCP RNs really showed leadership in making this happen. The moving is not over. We learned recently due to the HVAC system repairs in the old tower, some staff will have to move again.

Inadequate staffing for RNs and many other hospital staff are frustrating to you and your local officers and union leadership. Please know we hear your concerns and are working to raise the staffing issues and safe patient handling problems with the local Kaiser Permanente leaders, especially the new Chief Nurse Executive, Karen Sielbeck.

Currently a grievance is moving to Step 3 for safe staffing and health and safety concerns and the response will be reported next month in this newsletter.

Many of you have signed the petition on KP ratios and the union's requirement that local leaders interact respectfully with the union and we want to thank you for doing this! The local officers are rounding on the units to really get the message out that we are working harder than ever to get KP nursing leadership to staff at KP ratios and provide a free charge on all shifts. Please help us by continuing to fill out staffing objections. When you have a specific staffing concern,

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immediately contact nursing leadership and ask why the staffing issue exists. *Take charge* of your staffing situation and confront the manager, house supervisor, staffer or CNE about the staff shortage. Do not accept the excuse that we are still better than DHS ratios. Remind them you work at KP and so do the managers where KP ratio is the agreement.

Our contract is settled. Your benefits are intact and you get a 3% raise this year, 3% in 2016 and 4% raise in 2017. The pharmacists also are part of UNAC/ UHCP. While bargaining their first contract with UNAC/UHCP, they were able to restore their pension plan after it was lost before they had the bargaining strength of our coalition. Welcome them when you see them and know that they make the Coalition of KP Unions and UNAC/UHCP stronger.

Finally, I want to say thank you to the local officers. They have tirelessly performed and delivered superior representation for the members whom need assistance and are the model officers for all other affiliates. The sacrifices we have all made to achieve the superior PSP performance (and the benefits that come with it) combined with your outstanding and industry-leading benefits and pay are reasons enough to be glad you are in UNAC/UHCP. Your commitment to excellence in nursing and direct patient care really make us all proud to be called union brothers and sisters.

A Message from the UNAC/UHCP State Office

WE DID IT! UNAC/UHCP SAVED THE 12 HOUR SHIFT FOR ALL CALIFORNIA RNS

RNs in California have long had the right to work 12 hour shifts, collectively bargained between RN unions like UNAC/UHCP and our hospitals. The 12 hour shift has improved work-life balance for RNs and our families and continuity of care for our patients.

So when a California court decision recently threatened to end the 12 hour RN shift, UNAC/UHCP stepped in to act.

We sponsored state legislation, SB 327, to save the 12 hour shift. Our bill passed overwhelmingly in the Assembly and State Senate and landed on the Governor's desk. Then UNAC/UHCP members bombarded Governor Brown with letters and emails urging him to sign it. Governor Brown listened to UNAC/UHCP RNs and signed our bill!

Thanks directly to UNAC/UHCP, RNs throughout California will continue to enjoy the right to the 12 hour shift.

A Message from Kimberly Mullen, RN PSP/Committee Chair

Your local officers have been fighting for staffing for years, and many of us got involved because we wanted to change the poor staffing. Here is a condensed timeline of what we have been working on the last few years.



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2012

- November: 70 Nurses from Kaiser South Bay affected by Reduction in Force (RIF).
- December: 700 members and union supporters joined our informational picket at Kaiser South Bay to protest violation of our contract

2013

- Withdrew from LMP activities, including UBTs
- Grievances filed for Contract Violation of the Seniority Provision.
- In addition, Unfair Labor Practice Charges were filed with National Labor Relations Board.
- June: UNAC/UHCP and Kaiser reached an agreement. Elimination notices that were given to the wrong members were rescinded, per seniority rights under our contract.

2014

- South Bay continued to work short staffed - out of KP ratios and often even out of DHS ratios.
- Management refused to hire additional staff due to the fact that the new hospital will have reduction in number of beds.
- Management promised to be in KP ratios when we moved to the new hospital.

February
2015

- New hospital opens. Management increased the number of beds by keeping 3000 unit open "temporarily."
- Backfill used to staff 3000 unit - leaving the hospital short. again out of KP and often DHS ratios
- Chief Nurse Executive Clarice Crossley leaves South Bay
- UNAC/UHCP files an Association Grievance for Violation of Health and Safety and Failure to Follow Staffing Ratios



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March 2015

- UNAC/UHCP submits a Request for Information (RFI) on all things related to staffing.
- Deep dive into Staffing Office to investigate.

May 2015

- Officers provide new CNE Karen Sielbeck list of priorities to be addressed and issues in staffing office.
- Weekly meetings with CNE Karen Sielbeck and CEO Leslie Willie to fight for staffing.

August 2015

- Officers filed three additional Association Grievances: 1. Unsafe Patient Conditions, 2. Unsafe Staffing, 3. Lunch/Break Issues.
- UNAC/UHCP convinced CEO there is a need for staffing and management releases a flyer highlighting 70 positions.
- Three weeks after flyer was disseminated, only 2 per diem positions posted.

September 2015

- UNAC/UHCP notified KP and Labor Relations that filed grievances would be advanced to a Step 3 (the highest step of a Grievance).
- Hearing for the Step 3 Grievance with Management and Labor relations on September 23.
- Eight nurses voluntarily shared their stories about working short staffed and the struggle to care for patients safely

October 2015

- More positions have finally been posted.
- Officers are sitting in on group interviews weekly until all positions are filled.



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All of your UNAC/UHCP Officers have put in hundreds of hours so that our local Kaiser South Bay members will work in a safely staffed environment. This is not only for the safety of our licenses, but more importantly for the safety of our patients. We will continue to advocate for our patients and give them the best place to get care.

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.

Any questions, issues or concerns? Please email us: unionunac@gmail.com