



# KSRNA

## Kaiser Sunset Registered Nurses Association

**KSRNA GENERAL MEMBERSHIP MEETING @4950 SUNSET –1<sup>ST</sup> Floor, Patient Education Conference Room, APRIL 23, 2012**

**AGENDA:** Meeting called to order by Marcia @8AM

1. Nurse of the Year celebration will be on May 15<sup>th</sup>. There are 26 unions in the coalition for the bargaining, holding 96,000 people. Kaiser made 2.2 Billion profit, we don't want any cutback, we want to @ least maintain our current benefits. CEO's get million bonuses, managers get @ least \$5000 bonus. Bill Rouse was asked to be @ the National Financial Team in Ohio and Kaiser can afford to give employees the benefits. Barbara Lewis will be coming @ 11AM.
2. Bargaining sign up – encouraged staff to go for the April bargaining meeting in Pasadena, Hilton, and in May @ Manhattan Beach. 1<sup>st</sup> part of the bargaining was about Training of framework and education on interest based problem solving. 2<sup>nd</sup> part was collecting data- bringing up the issues on :Benefits, Improving and Enhancing the partnership, Growth of KP and the Unions, Workforce of the future, Total Health.
3. Feedback from Button-up Day- Button-up was a success, it shows support for our bargaining team and send a message that UNAC/UHCP members are strong and committed to winning a fair contract.
4. Open Agenda: State Convention will be on Oct. 22-24<sup>th</sup> in San Diego. Ballots will be send out to those who are interested to be delegates. Can asked for Ed. Time. Joy from IM has issue re: covering urgent cases and @ the same time covering for her own module. 2<sup>nd</sup> RN is not physically there to help her. Staff agree to rotate. Has to ask supervisor for a meeting.

Another meeting was held @ 11:30AM by Teresa Mulroy:

1. Nurse of the Year- nominate any RN in your work area thru leadership, advocacy caring, nomination due by 4-27<sup>th</sup> – Friday. May 15<sup>th</sup> celebration @ Healing Garden fr. 12-1:30PM.
2. Bargaining sign-up- asking every RN to sign-up 1 shift for the bargaining, to come and support us, on April 24<sup>th</sup>, 25<sup>th</sup>, 26<sup>th</sup> and May 8<sup>th</sup>, 9<sup>th</sup>, 10<sup>th</sup>. We as observers can participate @ the caucus. You need to be there on time, haft an hour early for the 9am and 1pm meeting ; if late, has to wait for the break, few minutes late will be fine. April mtg. will be @ Pasadena Hilton and will be rotated to different bldg.
3. Negotiations update from B. Lewis- Director of Collective Bargaining and Representation- She asked members what they heard about the negotiations. 3 major issues: A. Current Medical Plan- Kaiser would like to implement the Flex Plan. People working FT will get 100% credit and could buy mid-level flex plan. For PT 60-80% credit , pay part of the premium to buy the plan with increase deductible. There's a lot of variables with co-pay. If you open the door for payment, it will never go back. B. Retiree benefits- When you retire , you have the same identical medical benefits and \$5 co-pay. The Company wants to remove that benefit and buy back the medical. Current Plan- you can move to different State and have the same benefit, but they propose , you are not going to be covered and will have to buy your own plan . C. Pension Plan- we have one of the best pension plan. The company wants to freeze the plan and replaced to 6% to 401K plan. There will be literatures to be distributed later this week.

The mission of UNAC/UHCP is to empower health care professionals to be advocates for UNAC/UHCP members and patients: to create a high quality work environment; to provide economic and professional advancement; and to improve the quality of healthcare.

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Ex: You get 3900 this mo. But you lose 2500 this mo., over all you lose 250,000 lifetime. This is going to be a huge fight. The company wants to take out of your pocket. 800 people signed up this April. We need people in May to be there. We're in for a long fight if there will be no agreement. Go on your own time- can go for 4 hrs. or whole day. Five subgroups- Benefits, Workforce of the Future, Total Health, Growth of KP and the unions, Enhancing and Improving the Partnership. April 24,25,26 mtgs- there will be subgroups and identify where they can come into agreement. May 8,9,10 mtgs.- will no longer in subgroups, everybody discuss the issues . With 14 days notice- can get a time off or vac. but may deny for operational need. Barbara said " they don't believe they're going to reach agreement but maybe wrong." Our contract expires Sept. if there's no agreement, may ask for strike authorization. Negotiation is pressure has to put pressure on management and if they see us in the negotiation, they'll take a hard look that nurses stand up and serious about it.

4. Button up day- the DA's talked and we are unified, with cohesion, can organized a campaign and this has a bigger implication on this negotiation. UNAC convention- nominate people to go to the convention Oct. 21-24. By law, the Constitution requires Labor law to have a convention.
5. Meeting adjourned by T. Mulroy @ 3PM.
6. Submitted by KSRNA Secretary- Tina Ang

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