



KSBHPA

Kaiser South Bay Health Care Professional Association

Transparency – January 2012 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 Milton Kaimoana, RN Clinic President

Thank you to all the RNs, PAs and NPs that elected me as your new Clinic President. My goals for 2012 include teamwork, accountability and follow-through. So far I have been very impressed with the current leadership we have here at South Bay and I am proud to become a part of it. I want to help make a difference in your department. My wife is a nurse practitioner at South Bay and she is also enthusiastic in assisting me with our mid level members, the nurse practitioners and physician assistants. Being the new officer and being aware of both inpatient and outpatient concerns, I am looking forward in assisting both sides with Angela Gonzalez, our hospital president and our officer core.

A Message from Angie Gonzalez-Acosta, RN Hospital President

As we begin a new year I would like to take a step back to reflect and acknowledge work that your union leaders have accomplished.

1) Working with management and recruitment to fill all open positions. The result of this work means better staffing and a free charge more than in the past. This work is not complete and I still am asking

Inside This Issue

- 1 Message from the Clinic President:
Thank You! From your newly elected Clinic President: Milton Kaimoana, RN
- 1 Message from the Hospital President:
New Year
- 2 Message from the Treasurer: 2012
Message
- 2 Message from the Political Action Chair:
CAT Meeting and Important Dates to Remember
- 3 Reminders, Upcoming Classes, and
Meetings



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for you to fill out staffing objection forms to give us data and better identify remaining problem units.

2) Vacation/ major and minor holiday selection. Consistent union representatives now sit with management during this process. The result is better adherence to the contractual language. I want you to be able to take your earned time off.

3) Education: we have rounded extensively and been involved in many meetings to get as many nurses signed up on CE Direct as possible. Please use this amazing benefit to get free CEU's and get paid your education time.

4) Healthy Workforce: thanks to your willingness to participate in getting the flu vaccine, South Bay has achieved the best rate of employee vaccination in years. So far over 73% vaccinated to date. We still want to encourage all employees to take a flu shot. It protects you and your families as well as our patients.

5) We had 57 members signed up as CAT team members at our first CAT team meeting last month.

Tell us what you think and talk to the leaders when we round. Come to basic labor classes. Sign up to be a CAT to be informed of negotiation issues in 2012. Thank you and see you on the floor or in a membership meeting.

A Message from Teresa Alcala, RN Treasurer

First of all thank you for allowing me to continue to be one of your union officers. I promise to continue to raise the bar on involvement, commitment, contract education and follow up as an officer. I am like all of you; I want more and better out of my union dues. Feel free to become more involved! Please be part of my finance committee. I would like to remind you that all financial documents are transparent and you have the right to see when, where, why and how your union dues are spent. I encourage you to take the basic labor (Union 101) class this year for a better understanding of how we work for you!

A Message from Charmaine Morales, RN Political Action Chair

We had our first Contract Action Team (CAT) meeting on December 5, 2011 and it was quite a success with 57 members present representing our RN's, NP's, and PA's of South Bay. Our next CAT meeting will be held in mid to late January once our local bargaining surveys are available.



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Some important dates related to the 2012 Kaiser Contract Campaign are:

January 17, 2012: Launch of UNAC/UHCP local bargaining survey. This survey is where we the members will provide input on key issues that need to be addressed in our local bargaining, which begins once national bargaining is completed. This survey will be available online and in paper form. Our CAT team and leadership will be helping in distribution to ensure high member participation.

January 21, 2012: National Kaiser Delegates Conference in San Jose: This conference is for all Hospital and Clinic Presidents to attend where the National Coalition of Kaiser Labor Union's bargaining priorities will be reviews, discussed and approved.

Week of March 5th: National Bargaining begins. Southern California dates are 3/6 - 3/8, 3/27-3/29, and 5/9 - 5/11. Our presence at these bargaining sessions is imperative. You are welcome to come as much as you like. Locations & times will be posted as we receive them.

Lastly, please take a look at the dates for the Basic and Advanced Labor classes. If you have not attended a Basic class in the last 2-3 years, we recommend that you consider one as a refresher.

Reminders, Upcoming Classes, and Meetings

WEAR YOUR UNAC/UHCP SCRUBS

Wear your UNAC/UHCP scrubs on Fridays! ER has chosen Wednesdays to wear their UNAC/UHCP scrubs. When they all walked in together in their scrubs, everyone stopped and took notice of their strong presence. Scrubs are available to those that are involved and can also be purchased from UNAC/UHCP website below cost. Members can look for opportunities to receive one free at GM meetings.

NATIONAL BARGAINING SURVEY

Please click on this link to take the Kaiser National Bargaining Survey – just 8 questions!

<http://www.surveymonkey.com/s/KP-national-bargaining-survey>

BASIC LABOR CLASS

Have you attended the basic labor class at your facility? Learn more about how to protect your rights and benefits.

To register, email: Lupe Rodriguez at lupe@unac-ca.org or call 909-599-8622.

Location: Conference Center room F

Date: February 2, 2012

LOS ANGELES COUNTY CANDIDATE FORUM 2

Open to all Los Angeles UNAC/UHCP members, including Kaiser South Bay



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Date: January 7, 2012

Time: 10:00am – 6:00pm

Location: LA Metropolitan Water District

700 N. Alameda St, Los Angeles 90012

Next to Union Station

Forty five candidates for U.S. Congressional, State Senate, and State Assembly seats will each have 15 minutes to address a panel of officers from seven California AFSCME affiliates. Please RSVP to Jeremy at Jeremy@unac-ca.org or 909-451-3797.

CE Direct

Having trouble with CE Direct? Please contact us unionunac@gmail.com



First CAT Meeting December 5, 2011 Rafaello Ristorante, San Pedro



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**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.**

Edited by Rose Kaw, RN, South Bay Communications Specialist