



WE HAVE A CONTRACT!

Your HNHP bargaining committee is pleased to announce that an agreement has been reached between HNHP and Kaiser for the Hospital and Clinic contract!

- At the beginning of the year, both parties started contract negotiations in earnest, engaging in interest-based bargaining and ambitious goal-setting sessions with Alliance-sponsored facilitators with widespread participation by both labor and management.

Despite the many COVID-19 challenges that we navigated over these past six months, a successful first time contract for HNHP has been achieved.

Challenges-

- meeting logistics (primarily quarantine and social distancing restrictions) related to the pandemic
- simultaneously pursuing bargaining goals while staying responsive to the immediate challenges posed by the pandemic (negotiating CoVid related surge, staffing and partnership-based agreements; childcare grant, CoVid sick leave).

HNHP is especially pleased to report that the terms of this contract have “no concessions and no take-backs” from the current status quo terms and conditions.

This was no small feat given the current significant economic fallout in Hawai`i and the acute projections of a long term recession knocking on our door. Securing these terms and conditions with a long term agreement was a priority that HNHP’s bargaining team heard loud and clear from our members: “Lock It Down!” and our hard work has paid off for you, our members.

Wins-

- ***“Status Quo” terms and conditions for our Local CBA, “Plus” other additional enhancements.***
- ***Makes no concessions, and***
- ***Secures our transition into all Alliance-based terms and benefits during the term of the first agreement.***

Given CoVid-19 state-mandated restrictions and Kaiser-wide meeting limitations on meetings and gatherings, our council of stewards and interim officers unanimously agreed that these barriers posed too many significant challenges with traditional ratification balloting process and rendered it nearly impossible to reasonably ensure all the safeguards that must accompany a paper ballot initiative.

All members of the Executive Board and the HNHP Kaiser Steward Council, considered these factors and reached consensus on delegating our contract ratification vote to the members of our Kaiser Stewards. This representative approach was supported as the most viable solution, given the current COVID restrictions.

Understanding this is a novel approach to ratification, our leadership and our stewards remain committed to ensuring our members have ample opportunity to learn about the terms of the ratified agreement. Attendance-restricted information sessions in their units, handouts, and other communication channels will be used to ensure all have a chance to learn. For example, HNHP will record a Q&A discussion and video for our membership.

Moving Forward-

- HNHP members will be called upon to approve our HNHP Bylaws at our official Membership Meeting, including the establishment of procedures for ratification of collective bargaining agreements and other important provisions for the constitution and bylaws of our union.

We are pleased to be able to deliver on our long-stated promises and commitments of safeguarding our rights, securing the terms and conditions of our employment, and for the benefit and protection of all of our members.

HNHP Bargaining Committee-

Maureen Meehan-Golonka, Teri Carvalho Luke, Jennifer Trinh-Ng, Wolfgang Tarnowski, Madeleine Patoc, Justin Ushijima

Interim Stewards

Avelina Lorica. Alika Lovell Amelia Delacruz. Andrea Kubo. Anna Sliva. Annette Viernes. Becky Farinas Casey Beinborn. Cheyenne Chong. Cliff Wicklund. Dean Kobashigawa. Destry Segawa. Didar Dodhi Edwina Branco. Elaine Salvador. Gianna Navarro. Jean Shea. Jeanine Torres. Jennifer Trinh-Ng. Jessica Onishi Jessica Smith. Jocelyn Agsalud. Justin Ushijima. Karen Dureg. Kathryne Lam. Lorie Luckie Madeleine Patoc. Maria Sayson-Soroten. Mark Galiza. Maureen Meehan-Golonka, Michele Apo, Mike Minami. Moana Akhay. Rick Corpuz. Rosa Dela Cruz. Sandra Yamamoto. Sara Leilua Sarah Lopez. Sherry Amamalin. Tami Maruyama. Tara Takekawa. Terilyn Carvalho Luke. Terri Tymn . Wolfgang Tarnowski. Yvette Coleman

