

Hawaii Nurses &

December 2024

Healthcare Professionals

President's Message – Wow! What a Year!!

Teri Carvalho Luke,
BSN, RN

Hard to believe that another year is coming to an end. Our world continues to evolve at a fast pace and yet we are reminded for our health and well-being that we must “stop to smell the roses” and enjoy life especially the little things that truly matter in order to have that work-life balance so many of us yearn for.

HNHP has been kept very busy as organizing, bargaining, joint discoveries, grievance handling (both individual and class action), arbitration/settlement, training, communicating/interpreting, informational picketing and rounding have kept us all busy this past year. Our stewards have played a vital role in two-way communication to update leadership on issues from you as well as providing information/actions to you from HNHP.

Our HNHP members proudly stood alongside the HNA nurses at Kapiolani Medical Ctr and Maui Memorial during the recent strikes that ultimately led to huge wins for the health care workers. Staffing language remains a heated topic as we see more passion and activism from nurses throughout Hawaii. HNHP members along with the other nursing unions remain advocates for patient safety and best care outcomes for the people of our communities. As a result, HNHP has been an integral part of uniting our nursing unions in Hawaii (HNA and UNAC/UHCP) in collaboration with other international unions to present staffing legislation this upcoming year. The labor unions and their members in Hawaii have a vested interest to ensure that their members are taken care of and are supportive as well.

In 2024, HNHP was able to successfully organize the Lactation Nurses, Respiratory Therapist Pulmonary Clinic, Call-In/Per Diem RNNP positions and are in the process of organizing three (3) more groups at Kaiser.

Most employees are looking for union protection as was evidenced by the wave of workers joining unions in 2024. HNHP will continue to provide that protection and members need to speak up & advocate for their rights. Members can assist by informing HNHP immediately when they hear of any changes to their working conditions. HNHP continues to grow stronger and with your engagement will have an even better 2025!!

HOT OFF THE PRESS! CALL-IN/PER DIEM BARGAINING UPDATE

Call-in/Per diem RN & NP job classifications were officially certified in HNHP as of 4/9/2024. Since then, HNHP has met with members of this job classification to survey their interests and put forth proposals.

Bargaining with the employer began in late July and has included members along with Kaiser mgmt. and HR. Chief negotiators for HNHP are President Terilyn Carvalho Luke and HNHP Legal Counsel, Sean Kim. Assisting with bargaining from HNHP are Jill Alagao, LRC, Wolfgang Tarnowski, LRC and HNHP members Greg Jardon, Heather Pilliod, Michelle Sanfilipio, Destry Segawa and Marissa Jacobs among others. Mgmt. & HR negotiators are Joey Minato-Oyama, Kat Williamson, Michelle Lopez, Kimi Gaudi and Roxanne Tejada.

As in traditional bargaining, proposals have been passed back and forth with the union and members voicing concerns to the Employer.

Most recently HNHP was able to secure a tentative agreement (TA) re: Seniority that ensures that regular staff moving to CI status will not lose their seniority as written under Section 24.5 currently. CI's will also have seniority provisions as well. Bargaining to resume at the beginning of the year. Outstanding issues are the “Call Policy” and wages. Stay tuned for further updates.

Recent Dues Increases & Strike Fund Assessment

HH and Hosp/Clinic RN/NP HBR	Old Dues Amount	Dues Adj
< \$52.30	\$52.30	\$0.00
\$54.45	\$52.30	\$2.15
\$57.85	\$52.30	\$5.55
\$68.06 (Job rate & HH)	\$52.30	\$15.76
\$68.93	\$52.30	\$16.63
\$69.51	\$52.30	\$17.21
\$71.00	\$52.30	\$18.70
\$71.06	\$52.30	\$18.76
\$71.59	\$52.30	\$19.29
\$72.56	\$52.30	\$20.26
\$73.41	\$52.30	\$21.11
\$74.01	\$52.30	\$21.71
\$75.50	\$52.30	\$23.20
\$76.43	\$52.30	\$24.13
\$78.39	\$52.30	\$26.09

The recently approved dues increase effective 10/1/2024 will be processed according to the pay periods listed below. HNHP has been working with KP IT for the past two months with many barriers before these changes could occur. We apologize for the delay as we were hoping it would be concurrent with the bonus lump sum payment received in Nov. in order to help offset the increase:

In your "Other Deductions" area of your paycheck you will see the following for each pay period

December 13th

Union Dues - old dues amount (\$52.30 OR \$46.36)

Union Dues Adj - Dues Adj x 1 + Strike Fund x 4 (\$40) Oct 2024- Jan 2025

Strike Fund is \$10.00 per month effective 10/1/2024

December 27th

Union Dues - old dues amount (\$52.30 OR \$46.36)

Union Dues Adj - Dues Adj x 2

January 10th

Union Dues - old dues amount (\$52.30 OR \$46.36)

Union Dues Adj - Dues Adj x 1

February Dues will be deducted based on 1x Hourly rate + Strike Fund.

RT HBR	Old Dues Amt	Dues Adj
\$47.42	\$46.36	\$1.06
\$47.64	\$46.36	\$1.28
\$48.65	\$46.36	\$2.29
\$50.35	\$46.36	\$3.99

* Dues Adjustment is calculated on your Hourly Base Rate (HBR) minus the old dues amount.

** Dues deducted does not reflect members that are on a payment plan or Initiation Fee.**

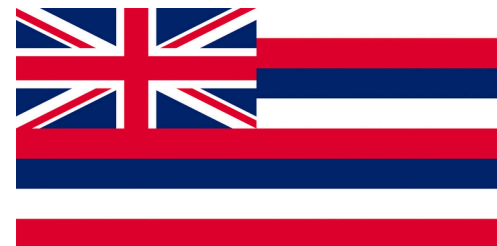
General Union Housekeeping

- Keep your contact information up to date. You can either email info@hnhp.org or visit hnhp.org and complete form.
- **Opt in to text messages by texting the word START to (844) 228-0237. You will then receive a message asking for your first and last name, and employee ID#. Please respond to complete the opt-in process.**
- Follow HNHP on Social Media - IG [@hnhp_hawaii](https://www.instagram.com/hnhp_hawaii) and [Facebook Hawaii Nurses & Healthcare Professional HNHP](https://www.facebook.com/HawaiiNursesHealthcareProfessionalHNHP).
- **Office located at :1130 N. Nimitz Hwy #A212, Honolulu HI. 96817. Phone: (808) 664-6364**
- Visit our website at www.hnhp.org for downloadable forms and updates

HNHP in Legislative Action

Taking part in legislative initiatives is crucial for individuals or groups, such as unions, because it helps shape the laws and policies that directly impact the work they do. Some ways that HNHP and its leaders have been involved so far include testifying at public hearings and having discussions with politicians/lawmakers about our interests in resolving issues within healthcare. Lawmakers may need the firsthand knowledge of HNHP members and our real time experiences. For example, union members can provide critical insights into the consequences of unsafe staffing levels. When we get involved, we ensure our voices are heard and considered. We can also safeguard against policies that might harm our profession by preventing harmful legislation from advancing. When communities and organizations collaborate on initiatives, they build solidarity and demonstrate the strength of their collective voice.

For organizations like a nurse's union, legislative advocacy is especially important to push for policies that improve workplace safety and patient care standards. This engagement not only improves conditions for members but also benefits the broader community they serve.



JOIN the LEGISLATIVE COMMITTEE FOR HNHP

call to
ACTION



BARGAINING SURVEY - NATIONAL ALLIANCE

Recently all Alliance and HNHP members were asked to complete the bargaining survey that included National & Local questions. Almost half (1/2) of our members provided their voice and input by completing the survey.

The National survey showed the majority of the Alliance members surveyed (over 20,000) want the 2025 Bargaining to focus on Staffing, Wages & Retirement. The Alliance is committed to securing fair wage increases, protecting against benefit cuts and aligning our contracts for greater unity.

Staffing comments included

- Safe patient ratios
- More support staff for member to do their job at top of scope
- Cross training
- “Adequate”, “Fair”, “Appropriate”, “Safe” Staffing

Comments for Wages included - Higher Pa, “Best wages not fair wages”, competitive wages, compensation across regions and within regions

Retirement comments focused on securing and protecting the Pension, Higher 401K match, maintain retiree medical, and increasing dental & vision coverage.

Improvements to Benefits (Active & Retiree medical/dental & 401K matching), Reimbursements (tuition, education & travel for education), were high priorities to members. Additional benefits that members requested included Alternative therapies (massage, chiropractic, acupuncture), Childcare, Student Loan repayment assistance, Sick leave - per diems. Lastly, to promote recruitment and retention, members felt that increased pay & wages, staffing, working conditions (reduced workload, better work environment, fair treatment, flexible work hours, remote work/work-life balance and benefits were needed.

