



## HNHP UPDATE & LABOR DAY MESSAGE

### LABOR DAY 2020

As we reflect upon the relevance of Labor Day, your HNHP Stewards and Leadership want to start by saying **“Thank You”**. This year has been entirely unpredictable and we have all had to deal with extraordinarily difficult challenges. We want to recognize the hard work and determination of our entire HNHP family in courageously facing this pandemic and working to keep our patients, families, and each other safe. We are profoundly grateful for the professional care you provide each and everyday despite tremendous challenges and uncertainty. Thank you for pulling together to adapt and support each other as colleagues.

While our nation celebrates and recognizes the spirit, strength and life-changing contributions of working men and women across this nation, OUR healthcare heroes - nurses and respiratory therapists- working on the frontlines of CoVid-19 have been struggling with a nagging question, “When I chose this as my profession, is this really what I signed up for?” For most of us, the answer is a qualified and conditional “YES”. As long as we are given the staffing, PPE, and resources we need to stay safe and to provide safe patient care, this pandemic is absolutely what we signed up for. As we constantly help each other to adjust to this new pandemic reality with courage and determination, our interim leaders of HNHP are fighting to make sure you are protected. How? We are at the bargaining tables negotiating, filing grievances, and representing you. We have active class grievances regarding protecting your rights, including access to PPE. This has pushed management to be more transparent regarding processes and supplies which has led to HNHP spearheading the mass N95 Fit Testing that is currently being rolled out with frontline safety champions involved. HNHP also bargained CoVid related protections that ensure that any/all changes in staffing or processes related to CoVid must return to “status quo” when we are on the other side of the pandemic. KPHI management cannot walk all over us by making permanent changes and use CoVid as an excuse. HNHP is pushing KP to roll-back the Team Nursing model in Hawaii because we have heard loud and clear that “it’s not working, it’s not safe, and it is adding another layer of heightened anxiety to an already extremely stressful situation.” Please continue to file your concerns with HNHP stewards and document on our HNHP Intake Forms so that we can have a record of what’s happening.

### STAFFING HELP

Our current hospital census spiked with CoVid+/PUI patients that followed the increased community outbreak trend and has put an increased demand on all of our nurses and RTs. This was coupled with dozens of staff who were exposed or tested positive and needed to be quarantined in order to protect patients, coworkers, and family. This unplanned furlough of employees had a significant impact on staffing. Kaiser is bringing on board temporary staff, new graduate nurses, nursing instructors, transferring clinic nurses to the hospital, and temporarily increasing travel nurses to help cover the nursing needs during the pandemic. Our PTQs have also been asked to pre-schedule shifts to help out as well as regular staff being asked to pick up extra hours. It’s been a daily juggling act of reacting to CoVid impacts and plugging the holes where the next staffing crisis erupts. It’s very reactive and counter to how we normally function.

## HOW DID WE GET HERE?

The staffing pressures that Kaiser and other Hawaii hospitals are scrambling to address were at a tipping point even prior to CoVid. The “labor cost cutting” problems have been exacerbated by a perfect storm. Over the years there has been a healthcare “race to the bottom” driven by the insurance companies and business models utilized by health care organizations. Employers, politicians, insurance companies, and even our own Federal Government set the wheels into motion for our hospitals’ total inability to manage this CoVid crisis. Insidious “cost cutting measures and operational changes” occurred over the past 7 years by reducing the number of direct patient care providers, RNs and RT’s, while increasing managers and administrators. Across the country we have witnessed an alarming number of hospital closures, decreased beds and elimination of services deemed as “not profitable or inefficient.” The focus is on productivity matrices and squeezing time/cost efficiencies out of our work. (“Do more with less”). The end result has been fragmented services that have stripped the value of “care” out of healthcare. Locally, over the last six months of CoVid, we are also seeing a new trend emerging. Hawaii Regional President Ron Vance, has signaled on numerous occasions that he has plans to start the potential wrecking balls rolling, through “reorganizing, restructuring, and right-sizing.” All of these organizational changes are upon us and happening and many seem to be aimed at layoffs which have begun to happen primarily for the non-union employees. We must unite to fight any changes that threaten our HNHP members' employment security!

## FIGHTBACK/ A CALL TO ACTION

Our union leaders, both locally within HNHP and within our ALLIANCE partner unions, have worked around the clock for the past 6 months, as have many of our members. Union leaders have been actively bargaining agreements for CoVid sick leave, finding alternative work assignments, childcare grants, access to PPE, and representing you in the workplace. This flurry of incessant activity to protect members and save lives — of our patients, ourselves, and our families— is a continuous HNHP priority. Our Union has been pulling levers throughout all of Kaiser’s structures, both locally and nationally, to bargain protections, file grievances, partner with other unions to solve problems, help distribute food to families in need, and to secure our own PPE through the generous donations and work of our community. Starting this week, we will be circulating HNHP petitions to demand better inpatient staffing at MOA as well as a petition to protest outsourcing HNHP work on Maui.

**We must Stand Together to have strength!**

**Again, we thank you for all you do each and every day! Have A Safe and Memorable Labor Day.**

**Interim Stewards.** Avelina Loric. Alike 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. Kathyne Lam. Loriel 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

