

MARCH 2024 NEWSLETTER



Hawaii Nurses & Healthcare Professionals

NEW HAWAII ATTENDANCE PROGRAM STANDARD

We want to update you on the developments of the Hawaii Attendance Program Standards. We are happy to report that after two years of discussion, labor and management Subcommittee members have completed adopting the Hawaii Attendance Program Standards and are now implementing the program. One of the significant components of the new program is the Joint Attendance Review, which is to be conducted in partnership. A management and labor representative for each department will jointly review the attendance outcomes for each frontline member. Attendance Reviews will be conducted at a minimum every quarter to review areas of improvement, engage employees in managing their attendance, and track progress. HNHP Stewards have received training so that they may participate and effectively conduct Attendance Reviews alongside management stakeholders.

We are also finalizing the details of a market-wide Rewards and Recognition program that celebrates employees' attendance achievements:

- **Perfect Attendance:** Perfect attendance is defined as no absence and no tardiness (protected or non-protected); with the exception of verifiable catastrophic events.
- **Outstanding Attendance:** Outstanding attendance is defined as: four (4) or fewer occurrences of beginning of shift absences and/or tardiness (protected or non-protected) annually. This is in addition to, and not in lieu of, any departmental recognition that currently exist.

We also want to remind employees that attendance improvements positively impacted the 2023 Performance Sharing Program results.

Helpful Tips:

- **Submit requests for time-off in TORT in a timely manner.**
- **Review time off reports regularly and keep record of your vacation and sick leave accruals to ensure accuracy**
- **Download and print 2024 Attendance Calendar found on LMPartnership.org as a tool to keep track of vacation and sick leave usage**

There are additional tools and information found on the KP Intranet SharePoint at <https://sp-cloud.kp.org/sites/HIAbsenceMgmt>

Highlights

HAWAII MARKET
ATTENDANCE PROGRAM

RECENT SUCCESSES

LMP TRAINING

MEMBER TOWNHALLS

LAHAINA CLINIC

HNHP STEWARDS

HAVE QUESTIONS?

ASK US AT
INFO@HNHP.ORG
(808) 664-6364



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Recent Successes

- Alliance Unions in Hawaii fought to strike down the financial double gate. This victory applies to the 2022 PSP and all future PSP payouts. As a result, you will now get up to an additional \$1,143.52, which will be prorated based on hours worked in 2022.
- 2023 PSP Payout up to \$2306. PSP payout amounts will be prorated for employees with less than 1800 hours.
- Affordability savings were so successful in 2023 that we have \$780,000 rolling over toward our 2024 PSP affordability goal.

UBT Projects work!

Upcoming Labor Management Partnership Trainings (KP Learn class#)



- 3/15/2024 UBT Co-lead Workshop 8:30am-12:30pm (0001077866)
- 3/15/2024 UBT Tracker Training 1:00pm-03:00pm (0001075465)
- 3/18/2024 Labor Management Partnership Orientation 12:30pm-3:30pm (0001050147)
- 3/27/2024 UBT Health & Safety Champion 12:30pm-4:30pm (0001089808)
- 4/1/2024 Labor Management Partnership Orientation 12:30pm-3:30pm (0001050149)
- 4/4/2024 Preparing Union Members for Partnership 8:30am-12:30pm (0001077798)
- 4/9/2024 UBT Co-lead Workshop 8:30am-12:30pm (0001077872)
- 4/9/2024 UBT Tracker Training 1:00pm-03:00pm (0001075468)
- 4/15/2024 Labor Management Partnership Orientation 12:30pm-3:30pm (0001050150)
- 4/17/2024 UBT Sponsor Training 12:00pm-4:00pm (0001077952)
- 4/29/2024 Labor Management Partnership Orientation 12:30pm-3:30pm (0001050153)

Join HNHP's Monthly Member Townhalls

Every 3rd Saturday from 4 - 5 pm

will reschedule

- ~~March 16~~
- April 20
- May 18
- June 15
- July 20
- August 17
- September 21
- October 19
- November 16

Scan the QR code to register and to receive link to join the townhall via Zoom



Great News!

**Kaiser Lahaina Clinic (LHA)
is reopening in Kaanapali
on March 27th, 2024**

This is the original sign from the Kaiser Lahaina clinic that was salvaged from the Lahaina fire August 2023.

HNHP Stewards

We would like to introduce you to your HNHP Stewards. Your union stewards communicate with members/union, educates, and represents members, and is a unions stakeholder. Please take some time to identify the union steward in your department or area.



Hawaii Nurses & Healthcare Professionals (HNHP) Steward List 2.2024 (v2)

*Please note-currently any need for union representation must be requested through HNHP Leadership/LRCs. Union stewards are not authorized to represent members, make any agreements, or changes on behalf of HNHP or its membership without authorization by HNHP Leadership.

Executive Officers	Title	Home Department
Terilyn Carvalho Luke	President	Same Day Services (SDS)
Alex Leung	Vice President	CCU/CVICU
Wolfgang Tarnowski	Treasurer	Telemetry (3DH)
Madeleine Patoc	Secretary	WOM (West Oahu Clinic)

HNHP Oahu Stewards 02.2024

Stewards	Stewards	Stewards	Stewards
Regina Moana Akhay	Claire Bautista	Casey Beinborn	Edwina Branco
Linda Cherevka	Yvette Coleman	Rick Corpuz	Eric "Roy" Dumaran
Becky Farinas	Mark Galiza	Heather Haneberg-O'Meara	Marissa Jacobs
Patricia "Tricia" Jolly	Jessica Jones-Onishi	Gilbert Julian, Jr.	Kathryne Lam
Avelina "Abby" Lorica	Alika Lovell	Tami Maruyama	Precious Matias
Lori Matsumura	Mike Minami (RT)	Madisen Minkel	Nicole Mruthyunjayanna (HH)
Elise Nakamura	Gianna Navarro (HH)	Jennifer Yeban Paseuth	Dominique Pinto
Elaine Salvador	Maria Sayson-Soroten	Young "David" Schoen	Destry Segawa
Jessica Smith		Tara Takekawa	Jeanine Torres
Terri Tymn	Justin Ushijima	Annette Viernes	Cliff Wicklund (RT)

HNHP Neighbor Island Stewards 02.2024

Stewards	Island	Stewards	Island
Michelle Apo	Maui	Michele Bausch	Maui
Kasee Blake	Kona	Roseanne Cockett-Fontanilla	Maui
Rosa Delacruz	Hilo	Susannah Evangelista	Maui
Sarah Lopez	Maui	Monica McMurry	Kona
Jaimie Nakoia	Maui		