

Your Voice-Your Future

Steward to Member Update | | Winter 2021

UPDATE & TENTATIVE AGREEMENT HIGHLIGHTS

During the past year, while the Alliance of Health Care Unions (AHCU) was busy negotiating the National Agreement, HNHP was working diligently on our three local contracts. Two of the local CBAs were for first time contracts under HNHP - the Respiratory Therapists (RT) & Home Health RNs (HH). The third CBA was opened for mid-term bargaining and was for our main Hospital/Clinic RN/NP contract. Each bargaining unit met and negotiat-



no interest” to discuss this matter.

- HNHP also proposed incentive/penalty pay of additional \$2/hour for floating anyone outside of their home department. This would not apply if you voluntarily signed up to a unit that is not your home unit. This was to encourage proper core staffing for each unit. This issue was compounded with the pandem-

HNHP working diligently for YOU on our Local Collective Bargaining Agreements (CBAs) - Hospital/Clinic (RN/NP), Respiratory Therapists & Home Health RNs

ed with Kaiser mgmt & HR for the past year and on a weekly basis, sometimes with huge gaps of time in between sessions. Despite numerous challenges-pandemic, short staffing needs, scheduling for 3 HNHP contracts with HR while HR had at least 3 other local contracts (Unite Here/Local 5, UNAC/UHCP PT & Pharmacy, UNAC/UHCP MMHS), holiday & vacations, Alliance National bargaining simultaneously, new HR/Mgmt reporting structure to So.Cal leadership -to name a few, HNHP was able to secure a Tentative Agreements that allow for enhanced staffing language and increased benefits including better working conditions.

Hospital/Clinic negotiators: *Maureen Meehan-Golonka (HON Ophth), Teri Carvalho Luke (SDS), Jennifer Trinh-Ng (Float Pool), Madeleine Patoc (M/S & WOM), Wolfgang Tarnowski (Tele), Sandra Yamamoto (CCU), Rick Corpuz (OR), Andy Kubo (PACU), Becky Fariñas (WPO), Jane Gallagher-Felix (NP), Sherry Amamalin (CDU), Yvette Coleman (ED), Dean Kobashigawa (ED), along with support from Karen Miller (Labor Relations Consultant/LRC).*
Home Health (HH) negotiators: *Cheyenne Chong & Gianna Navarro with*

HNHP LRC- Karen Miller and support from Maureen Meehan-Golonka as well as the entire Home Health RN group.

Respiratory Therapy (RT) negotiators: *Cliff Wicklund & Mike Minami with HNHP support from Teri Carvalho Luke (RN) & Bruce Hom, LRC.*

All negotiating sessions for all 3 groups were held weekly in the evening and even closure days with all negotiators dedicating personal unpaid time to represent the members of HNHP.

Challenges for the Hospital/Clinic Team included:

- several attempts to incorporate contract language that HNHP RNs **will not** be floated to do another bargaining unit’s work (ex: an RN doing NA or WC work(i.e. sitter). Mgmt shot down as “not interested.”
- HNHP proposed a Float Pool differential for RNs able to work in 3 or more specialties. This would align with the increasing trend by other employers that have a Float Pool differential. Float Pool RNs are expected to upkeep their skills and maintain certifications for the areas they service and therefore should be compensated. HR “had

ic and restacking at MOA. Again, HR said they were “not interested” in discussing this.

Achievements

- An LOU (Letter of Understanding) that a staffing committee will be created with labor and mgmt to address these ongoing staffing issues and HNHP will be soliciting for participation from our stewards and members.
- Increase in night differentials
- Mandatory Certification Revisions that employees will not have to use their own out-of-pocket expenses since KP will provide in-house classes. Employee still has option to use tuition reimbursement if no in-house classes available.
- Traveler Nurse usage only when no other reasonable staffing available.
- LOU’s that enable HNHP/KPHI to continue discussions surrounding the RN Clinical Ladder, Vacation Max Accumulation, Flexible Personal Day, Utilization of PTQs (posting of Reg FTE), and Joint Staffing Committee

HNHP Leadership Changes

HNHP recently had some leadership changes as interim President, Maureen Meehan-Golonka submitted her official resignation on Nov. 13, 2021 after providing an oral resignation to the Board on August 22 with effective date of September 22. HNHP thanks her for her many contributions and leadership on behalf of HNHP. Per the Constitution that was approved by the Board of Directors, the new & current Officers and Directors for HNHP are:

- Interim President - Terilyn Carvalho Luke
- Interim Vice President - Jennifer Trinh-Ng
- Interim Treasurer - Wolfgang Tarnowski
- Interim Secretary - Madeleine Patoc
- Director (Hospital/Clinic) - Sandra Yamamoto
- Director (Hospital/Clinic) - Ricardo Corpuz
- Director (Hospital/Clinic) - Sherry Amamalin
- Director (Hospital/Clinic) - Becky Farinas
- Director (Home Health) - Cheyenne Chong
- Director (Respiratory Therapists) - Mike Minami

HNHP continues to have almost 50 stewards from various hospital and clinic departments that also serve the members of HNHP.

Challenges for the Respiratory Therapist included:

- Base pay scale that recognizes the unique & expansive expectations of the RT at KPHI
- Difficulty in entering and achieving the existing "status quo" RT clinical ladder
- Obtaining Differentials for night shift/preceptor/longevity that "mirror" the RN CBA.
- Loss of Manager in the middle of bargaining

Achievements

- Restructuring of RT job classifications to include Clinical Ladder components and directly related to work experience that allowed for increase in base wage scale
- Increase in Night Differentials/Preceptor Pay
- Contract that closely "mirrors RN CBA" forging path to a Master Contract for HNHP
- Mandatory Certification language same as Hosp/Clinic CBA
- Meal Period & Scheduling of Work improvements

HNHP was able to secure a Transition Letter with KP that ensures that Alliance-negotiated benefits will continue to benefit our members through any future bargaining agreements and that retroactive pay will be given from 10/3/21.

The next step is for YOU, our HNHP members to ratify these agreements for your respective bargaining units. Ratification polling locations will be set up this week to allow you to vote on

whether to accept/reject the Tentative Agreement. The Hospital/Clinic and RT negotiating teams endorse the Tentative Agreement of the Local Contract and anticipate that you will also.

Vote Wisely. Vote Informed

When we stand united, we can create amazing positive changes.

Where We Stand.....

Over the past two years, since the NLRB certification of our new union - HNHP, your interim leadership, including stewards, have been extremely busy in representing you on many levels.

Kaiser has kept us extremely busy with the many initiatives they have tried to unilaterally implement as well as representing you on numerous committees in hopes of being proactive rather than reactive. Many of our members have been on the receiving end of managers who have been allowed to create unhealthy and dissatisfying work environments.

HNHP has been able to stand up for you and alongside of you, on an individual and group basis and have even been successful with assisting our new KP Executive leaders to hire new managers who are willing to

Sometimes you don't realize your own **STRENGTHS** until someone tries to take advantage of your **WEAKNESSES**

-Mark Amend

WWW.LIVELIFEHAPPY.COM

partner with the frontline to achieve a healthy, happy, and skilled workforce.

At the same time we have also faced the challenges of creating an infrastructure for our new union along with creating and adopting a constitution all while bargaining 3 local contracts for you, our members. We anticipate having an election for permanent officers and directors in the beginning of the year as well as membership participation in reviewing, amending and adopting the constitution which is the governing document for HNHP. More updates to will be forthcoming.

We, Kaiser employees can decide for ourselves what is best for ALL of us. Integrity is a core value that all unions should have. Without it, there is only dictatorship & servitude, not a democracy.