

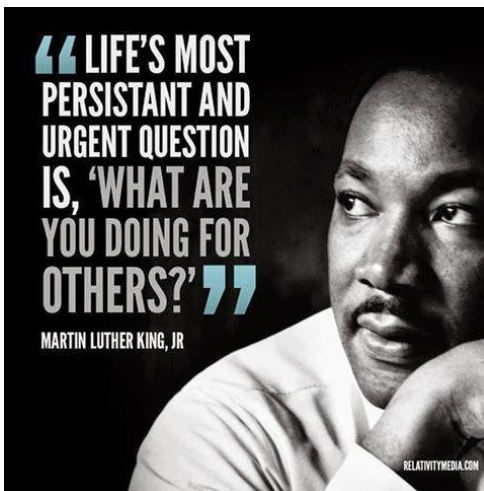
HAWAII NURSES AND HEALTHCARE PROFESSIONALS



Winter 2022 Vol 1

HONORING A GREAT MAN WHO FOUGHT FOR RACIAL JUSTICE AND EQUALITY – *Martin Luther King, Jr.*

Starting in 2023, MLK Day will be a paid holiday across Kaiser Permanente. HNHP along with AHCU has strongly advocated for this change in multiple rounds of National Bargaining. Thank you to all our members for being part of a broad effort to honor MLK across the Organization.

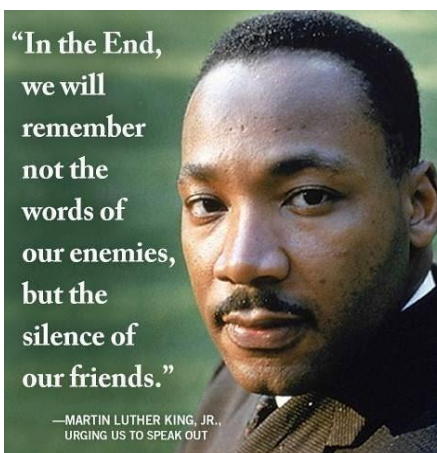


MARTIN LUTHER KING, JR. DEDICATED HIS LIFE TO THE CIVIL RIGHTS MOVEMENT. HIS CHRISTIAN BACKGROUND HELPED FORMULATE HIS APPROACH TO PROTESTS THROUGH NONVIOLENCE AND CIVIL DISOBEDIENCE. THESE WERE VISIBLY NOTED IN THE PUBLIC MARCHES HE LED FOR LABOR RIGHTS, DESEGREGATION AND OTHER BASIC CIVIL RIGHTS.

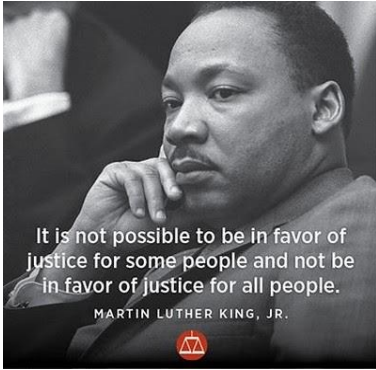
THE 1963 MARCH ON WASHINGTON WAS WHERE HE DELIVERED HIS FAMOUS “I HAVE A DREAM” SPEECH TO A CROWD OF 250,000+.

NOTABLE QUOTES MADE DURING HIS LIFE INCLUDE:

- True leaders don't create followers, they create more leaders.
- Forgiveness is not an occasional act, it is a constant attitude.
- Reconsider your definitions. We are prone to judge success by the index of our salaries or the size of our automobiles rather than by the quality of our service and relationship to mankind.
- If you can't fly then run. If you can't run then walk. If you can't walk then crawl. But whatever you do you have to keep moving forward.
- We must develop and maintain the capacity to forgive. He who is devoid of the power to forgive is devoid of the power to love. There is some good in the worst of us and some evil in the best of us. When we discover this, we are less prone to hate our enemies.
- Never, never be afraid to do what's right, especially if the well-being of a person or animal is at stake. Society's punishments are small compared to the wounds we inflict on our soul when we look the other way.



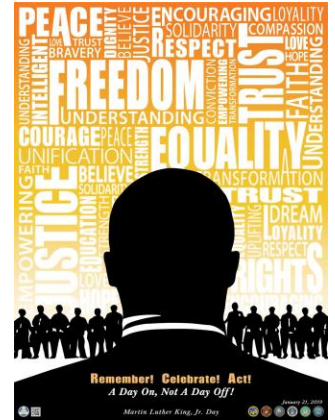
Martin Luther King, Jr.



- Faith is taking the first step even when you don't see the whole staircase.
- We must rapidly begin the shift from a "thing-oriented" society to a "person-oriented" society. When machines and computers, profit motives and property rights are considered more important than people, the giant triplets of racism, materialism, and militarism are incapable of being conquered.
- The ultimate measure of a man is not where he stands in moments of comfort and convenience, but where he stands at times of challenge and controversy.
- The richer we have become materially, the poorer we have become

morally and spiritually. We have learned to fly the air like birds and swim the sea like fish, but we have not learned the simple art of living together as brothers.

- I HAVE A DREAM. I have a dream that one day this nation will rise up and live out the true meaning of its creed: We hold these truths to be self-evident, that all men are created equal.
- I say to you today, my friends, so even though we face the difficulties of today and tomorrow, I still have a dream.
- If you lose hope, somehow you lose the vitality that keeps life moving, you lose that courage to be, that quality that helps you to go on in spite of all. And so today I still have a dream.
- We can not walk alone. We are free at last.



-
- *If I cannot do great things, I can do small things in a great way.*
 - *The time is always right to do what is right. Martin Luther King, Jr.*
-

MOA Malama Swab Station for KP Employees

The Malama Employee Swab Station is open for all KP employees that are symptomatic or have been potentially exposed. WALK-IN hrs: 7:30am-3pm (Open Everyday)-closed 12-1 pm Lunch

If you were exposed directly to known positive person (unmasked within 6ft for more than 15 minutes):

- Fill out the Employee Exposure form and email Employee Health at Hi-Employee.Health@kp.org
- All exposures (criteria above) must go through employee health, symptoms or no symptoms. Employee Health will communicate how often to test, and the return-to-work process

If you were NOT exposed to a known positive person (unmasked within 6ft for more than 15 minutes), but have any of the following SYMPTOMS: Fever or chills, Cough, Shortness of breath or difficulty breathing, Fatigue, Muscle or body aches, Headache, New loss of taste or smell, Sore throat, Congestion or runny nose, Nausea or vomiting, Diarrhea

•• If your result comes back positive, fill out the Employee Positive Reporting Form and send to Employee Health at Hi-Employee.Health@kp.org

**Hawaii Nurses and Healthcare Professionals
(HNHP)**

P.O. Box 1975 Aiea, HI 96701

Info@hnhp.org (808) 664-6364

Interim Officers:

Interim President: Terilyn Carvalho Luke

Interim Vice-President: Jennifer Trinh-Ng

Interim Treasurer: Wolfgang Tarnowski

Interim Secretary: Madeleine Patoc

Retirement Benefits-Presentation Sessions Scheduled

We're proud of the industry-leading retirement programs we have as members of the Alliance of Health Care Unions. The Hawaii Nurses and Health Professionals (HNHP) completed bargaining three local contracts in the fall of 2021. We are proud to have protected our union benefits and even make improvements, in what was one of the toughest negotiation sessions we have encountered. Join us for a workshop to learn more about your active and retiree benefits and when or what to expect as contract provisions go into effect. The workshop will cover retiree medical, pension, defined-contribution, and your sick leave Health Reimbursement Account as well as a few other benefit items.

You must RSVP to the Zoom workshop: To attend, click the link to register on your preferred date and receive the Zoom invitation and link.

NOTE: All workshops are identical, and you only need to sign up/attend one.

Christina Kaoh, Alliance Director (e) christina.kaoh@ahcunions.org 808.234.9241

Registration:

Thursday, January 27, 2022 6-8 pm

<https://us06web.zoom.us/meeting/register/tZEqdO-rqz0vHtZeMNKM6wM8yM5ltX1gf8tU>

Sunday, January 30, 2022 10-12 noon

<https://us06web.zoom.us/meeting/register/tZMtcO6vqDlqE9UZDC6WhJAVo9YgOVN3whTP>

HNHP WORKSHOP: EMPLOYEE AND RETIREE BENEFITS WORKSHOP

THURSDAY JAN 27 2022 6-8 PM

SUNDAY JAN 30 2022 8-10 AM

VIA ZOOM
REGISTRATION REQUIRED

PRESENTER: CHRISTINA KAOH,
ALLIANCE DIRECTOR



KP NATIONAL GUIDANCE ON PPE FOR COVID-19

Effective January 3, 2022

The following guidance serves as an update on the use of Personal Protective Equipment for Kaiser Permanente and reflects the most current data on COVID-19 variants as well as [recent updates to Federal OSHA requirements](#). This document does not supersede local nor state public health department jurisdictions *should those requirements be stricter*.

Situation		PPE Requirements
Clinical Area Patient IS a COVID-19 PUI and/or is POSITIVE for COVID-19	Aerosol Generating Procedure being performed	In CA: PAPR/CAPR ¹ required Outside CA: N-95 respirator required ² PAPR/CAPR or elastomeric mask encouraged by Fed OSHA Gown and gloves Eye protection is needed if not wearing a PAPR/CAPR
	No Aerosol Generating Procedure	N-95 respirator ² Eye protection, isolation gown and gloves
Clinical Area Patient IS NOT a COVID-19 PUI and patient is NOT Positive for COVID-19	Aerosol Generating Procedure being performed	N-95 respirator ² or isolation mask Eye protection, gown and gloves as indicated per standard precautions for potential splashing or spraying
	No Aerosol Generating Procedure	Isolation/procedure mask Eye protection recommended All KP Regions: N-95 respirator may be used if requested ^{3,4}
Non-Clinical Areas		Isolation/procedure mask must be worn All KP Regions: N-95 respirator may be used if requested ^{3,4}
Indoor Employee Break Area/Cafeteria		Isolation/procedure masks must be worn. Masks may not be removed unless eating/drinking and 6 feet physical distancing is maintained. ⁶

1. PAPR/CAPR requires training prior to use.
2. Medical clearance and fit testing is required prior to use. If individual fails fit test, PAPR/CAPR or elastomeric respirator to be used.
3. Consult with local Employee Health or Environmental Health and Safety to track issuance of voluntary respirators for those who request them. Training materials/flyers must be provided at the time the voluntary respirator is issued.
4. Where applicable, must comply with Fed OSHA Mini Respiratory Program: <https://www.osha.gov/laws-regs/regulations/standardnumber/1910/1910.504>
5. Note that for CA markets, per CDPH Health Order, unvaccinated or partially vaccinated staff must be provided respirators who work indoors with patients or residents.
6. Reference Building Space Activation Playbook (BSAP) for guidance on break room standards (page 43). [Building Space Activation Playbook](#)

FAQs

Why are there changes in the masking guidance now?

This update is intended to bring Kaiser Permanente into alignment with the most recent Federal OSHA Emergency Temporary standards. The detailed guidelines can be found [here](#).

What eye protection is necessary when caring for a COVID-19 patient?

COVID-19 can be spread by mucous membrane exposure to a patient's secretions. Eye protection worn should provide sufficient protection to avoid droplets from landing in the eyes. Full face shields or goggles are the preferred eye protection.

My local public health department's regulations are different than KP's. What should I do?

If your local health jurisdiction has stricter guidance than Kaiser Permanente's, you need to follow their regulation. If your local health jurisdiction is more permissive than Kaiser Permanente's, please follow Kaiser Permanente's requirements. If you have questions, please contact your local Infection Prevention and Control department for assistance.

How do we know if a person is a "PUI" for COVID-19?

A PUI (person under investigation) is an individual who is suspected to have COVID-19. Preliminary data from a [UK research study](#) found the most common symptoms of the COVID-19 Omicron variant are runny nose, headache, fatigue, sneezing and sore throat. Additional [symptoms of COVID-19](#) include fevers or chills, cough, shortness of breath, muscle / body aches, diarrhea, nausea/vomiting and new loss of taste or smell.

What is the Omicron variant?

The Omicron variant is the most recent version of SARS-CoV-2, the virus that causes COVID-19. It appears to be much more contagious than the prior Delta variant. It also appears to cause symptoms faster than prior variants, with most individuals developing COVID-19 symptoms within 2-3 days of exposure.

What's the best way to protect myself in the workplace?

The best way to protect yourself against COVID-19 is to do the following:

- *Get vaccinated against COVID-19 and if you are already vaccinated, get your booster shot*
- *Wear your mask at all times in the workplace unless you are eating or drinking and 6 feet of social distancing can be maintained*
- *Maintain social distancing in the workplace whenever possible*
- *Don't come to work sick; encourage teammates to stay home if sick*
- *Get tested promptly for COVID-19 if you develop symptoms*
- *Encourage everyone to stay safe outside of work, as well, by social distancing, masking, and frequent hand hygiene*

Are we going to run out of PPE?

Currently, Kaiser Permanente's personal protective equipment supplies remain robust. This includes N-95 masks, isolation/procedure masks, gowns, gloves, and eye protection.

AcrossThe Board(ATB) Wage Increase Implementation

Anticipated ATB Implementation timeline (3%) based on bargaining units that ratified by 12/8/21:

HNHP RN/NP.....PAYCHECK 1/28

RETRO TO 10/3/21 on checks - TBD (currently in testing)

NEW UNITS (1ST TIME CBAs) in HI- RTs & HH (require special manual implementation – TBD implementation

Retroactive increases for employees with job or step movement since effective date (HNHP RTs) will require manual intervention which will delay implementation for those employees, which will require one to two additional pay periods to resolve.

Anticipated completion time for all wage adjustments by March 2022.

Never, never be afraid to do what's right, especially if the well-being of a person or animal is at stake. Society's punishments are small compared to the wounds we inflict on our soul when we look the other way..... Martin Luther King, Jr.

Pay Discrepancies

Please notify your HNHP steward or HNHP if you notice any discrepancies in relation to your timecard or pay. It is important that you check to verify each pay period that your timecard and pay are accurate.

It is illegal for any employer to adjust or modify your time card without your permission. Please refer to your CBA to ensure that any premium pay (OT, no lunch, holiday, etc) and proper differentials are applied. It is also illegal for any employer to not pay you even if you have not clocked in/out for each day if you have been scheduled to work. The employer knows if you are at work or absent. If you would like to make a complaint, please notify HNHP and/or DOL Wage & Hour division.

Reminder: Do not work off the clock! You can be terminated for doing so. The employer must pay you for any work that you are doing and this can be verified through log on & charting in KPHC/EPIC.

If you need any assistance please contact your HNHP steward or representative. You can also call (808) 664-6364 or email info@hnhp.org