

Hawaii Nurses & Healthcare Professionals

September 2024



President's Message – Where does the time go? Is this the new norm?

Age old question.... Here it is only a few months from the end of the year and yet if I reflect back over all of the work that has been done by HNHP leadership and the membership, it seems like years. Labor Day celebrates the hard work, dedication, and resilience of workers everywhere. Your commitment to the labor movement drives progress, innovation, and success across not only healthcare but all industries. Whether you're on the frontlines, behind the scenes, or leading the charge, HNHP honors the incredible contributions you make every day.

The remainder of 2024 will be filled with preparation for the upcoming negotiations with Kaiser, both on the local level as well as the national one. As health care workers, we have given blood, sweat and tears and continue to do so. We were called "Heroes" throughout the community during the Covid pandemic for all the sacrifices we made- showing up to care for the patients and continue to do the work that we love and chose to do. Many times it feels as though, that spirit of working together to do the right thing has been forgotten- we are continually asked to do more with less --resources, pay, time off, support, respect...the list goes on.....

Is this the new norm? It's no wonder that so many in healthcare have left the career they love just to bring sanity to their own well-being and take care of themselves instead. Through the recent community rallies focused on safe staffing issues the nurses and healthcare workers are bringing to light the continued hardships that are occurring which ultimately affect safe quality patient care. These messages.."LIVES OVER PROFITS!" "RETAIN, RECRUIT, RESPECT NURSES!" "SAFE STAFFING FOR ALL!!" "DEFEND & RESPECT HAWAII WORKERS!" "SAFE STAFFING SAVES LIVES!" These messages will continue to resonate our beliefs and we must TAKE ACTION to defend these beliefs!



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Labor Day History & Unionization

Labor Day roots date back to the late 19th century and honors the American labor movement and its contributions to the prosperity and well-being of the American worker. Labor Day and unionized labor history is deeply interconnected in the rise of organized labor movements and the on-going struggle for workers' rights advocating for collective bargaining rights. Unions play a key role in fighting for better working conditions, fair wages, reasonable work hours, and the abolition of child labor. Labor Day serves as a reminder of the labor movement's impact on improving working conditions and protecting workers' rights.

Labor Day is the day to honor the contributions and achievements of workers like you, the backbone of HNHP. It's the day that acknowledges the significance of those achievements by standing together in solidarity, fighting for better working conditions, safe staffing levels, and the emotional and mental well-being for all of us. Your voice and your work are vital to improving all aspects of care we provide.



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Member Benefits

Upcoming Negotiated Pay Increases



ATB & Lump Sum Payout

Our upcoming 2% across the board (ATB) hourly wage increase takes effect on **September 29**. Despite the efforts of all the Alliance members for the past two years petitioning and demanding additional ATB increases through the AHCU “Wage Up, Staff Up, Partner Up” campaign- due to inflation, labor shortages and low morale and burnout, KP has refused to respond to the staffing crisis in any

meaningful way. As a billion dollar company, KP could afford to provide a much needed increase in this ever challenging economy and respect the great work that each one of us provides. Be sure to check your Oct. 18th paycheck to ensure you received the increase!!

In addition, the 2% Lump Sum Payout will be coming.

To be eligible, an employee must be active and in an Alliance bargaining unit as of September 28, 2024. The 2024 lump sum payout is 2% of eligible ‘earnings’ between pay period 21 in 2023 through pay period 20 in 2024. Earnings include

- regular hours worked,
- overtime pay,
- special differentials and premiums,
- earned time off like PTO, and
- holiday pay

Income from lump sum cash payouts like PSP, worker’s compensation, and PTO cash payouts, among others, are not included in the 2% bonus calculation..

Lump sum payouts will be paid in the **November 15th** paychecks just in time for the holidays!!.



It’s that time of year, again... **Vacation Bidding.** VBID period is open between October 1 and November 1, per our collective bargaining agreement (CBA).

Vacation Bidding (VBID)

Vacation benefits are bargained at the local level between HNHP and KP management. Bidding is submitted electronically either in KP Schedule (inpatient) or TORT(outpatient). VBID’s are seniority-based per the CBA. Lastly, there are no black-out dates. Awarded VBID’s shall be posted no later than November 15th.

Annual and maximum accrual of vacation is based on years of service. Your vacation accrues incrementally each pay period throughout the year. Maximum accrual shall not exceed two times the employee’s annual amount or 320 hrs for 1.0 FTE. VAC balances can be viewed in both HR Connect and KP Schedule. Be advised to regularly review VAC (and sick leave accrual) as a “max/full” bank does not accrue hours. Review Section 15 & 16 under Vacations and Sick Leave in the CBA for more information related to this topic. **Table VBID** below is a summary of annual and maximum VAC accrual.

| Years of Service | Annual Vacation HRS | Banked HRS (max) based on FTE |
|------------------|---------------------|-------------------------------|
| 1-4 | 80 | 160 (0.5 FTE) |
| 4-7 | 120 | 240 |
| 7+ | 160 | 320 (1.0 FTE) |

Bargaining: Upcoming Survey

HNHP is implementing a strategically planned approach alongside the Alliance. Both national and local contracts are set to expire in September 2025. Thanks to your involvement in the Wage UP Staff UP Partner UP and Solve the Staffing Crisis Now campaigns and through working groups at the April’s Alliance Leadership Conference, union leadership listened to your concerns and plans to address them when bargaining begins in the Spring. HNHP knows fair wage increases, health coverage and retirement benefits are important to you.

But HNHP wants to know what would make our contract language clearer & stronger? Consider your work schedule – does it allow for work-life balance? What about vacation planning? Does your manager have a plan for backfill to allow you vacation days? **What are the issues you want resolved? Let us know what you are talking about!** We have common interests with nurses and healthcare professionals in other KP regions. Please send your concerns to info@hnhp.org or meet with any of our HNHP Stewards. **BE ACTIVE AND ENGAGED!**

Work opportunity available for Mass Vax Clinics at KP

HNHP in partnership w/KP are notifying members to sign up for work opportunity.

Check your email regularly from HNHP for updates and details

OCTOBER 2024 Work Opportunity Shift BID Request FORM

PLEASE NOTE **Bidding period is from 9/1 to 9/9

You will need to sign up by 9/9/2024 to allow KP to review and award shifts based on contract language.

You will receive an email notification from HI-Ambulatory-Staffing prior to your scheduled shift confirming the awarded shift.

Email: HI-Ambulatory-staffing@kp.org for more information. Notifications from HNHP for future opportunities will be forthcoming - Keep an eye out!



Register for upcoming monthly HNHP Updates and Bargaining Talk Story Sessions

Join to hear the latest updates from your Union, occurring every third Saturday from 4-5 pm.

Remaining 2024 Dates:

- September 21, October 19
- November 16, December 21



SCAN TO REGISTER

HNHP Special Membership Meeting Friday September 20

3:30 - 5 pm

1130 N.Nimitz Hwy #A212 Honolulu, HI 96817

Agenda: Discuss and Vote
Membership Dues Increase
Strike Fund

*Must be an active member in good standing to vote (all dues current to date)



STAY CONNECTED

One of the ways HNHP communicates to our members is through text messaging.

TEXT THE WORD "START" TO OPT IN
(844) 228-0237

WHY?

You will receive updates from the union in a timely manner so you can stay active, informed, and engaged. This is key, especially with bargaining right around the corner. You can opt-out at any time.

HAWAII NURSES & HEALTHCARE PROFESSIONALS (HNHP) UPCOMING MEETING & EVENTS

September 2024

- 2 Labor Day
- 3 HNHP New Hire Orientation
- 4 Monthly HI Alliance Union Leaders Meeting
- 5 National Bargaining Communications Meeting
- 5 HI Flu/Covid Vax Workgroup
- 5 MOA Parking Committee
- 6 Clinical Ladder Bargaining
- 6 2025 HI PSP Caucus
- 9 Alliance Labor Network (ALN)
- 10 HI Attendance Committee Meeting-Implement Attendance Standards
- 13 HI Market Education & Training Committee
- 13 Staffing & Scheduling Mtg
- 16 HNHP New Hire Orientation
- 17 Interest Based Conversations T4T
- 19 BUILD Series #1 (6a, 12n, 3p)
- 19 HI Market LMP Council Meeting
- 19 HI Flu/Covid Vax Workgroup
- 20 HNHP Steward Council
- 20 HNHP Special Membership
- 20 HNHP Exec Board Mtg
- 21 HNHP Town Hall / Talk-Story
- 23 LMP Resource Team Mtg
- 24 LMP UBT Sponsor/Co-lead Virtual Huddle
- 26 Regional Attendance Cmte
- 26 HI Monthly WFPD Cmte mtg
- 26 Affordability Taskforce Cmte
- 27 National Nurse Leadership Council Q3 Mtg
- 30 HNHP RNNP Call-in Bargaining
- 30 HNHP New Hire Orientation

Welcome new stewards:

Mother/Baby (6th flr) - Tonya Borengasser - CCU/CVICU (5th flr) - Ann Domingo, Breast Care Team (BCT) - Tani Iida, and Lactation - Windy Vaughns.



Gear Up for 2025 Alliance National Bargaining

Sign-Up for BUILD Training Series
Join our BUILD: Gearing Up For 2025 National Bargaining training series to strengthen your member engagement skills and prepare for next year. The BUILD series will prepare you for next year's contract negotiations by covering our contract history, partnership benefits, the bargaining process, and more.

If you're interested in becoming a CAT leader or a National Bargaining observer, the six 30-minute sessions are the perfect introduction. Each session builds upon each other, so it's highly recommended that you commit to participating in one per month.

First BUILD DATE & TOPIC: Sep 19 2024 Alliance Strong: Then & Now

We're starting our BUILD: Gearing Up For 2025 National Bargaining training series with the basics – who are we and how did we begin? But more importantly, who are we now and where are we going?

Join us to kick off our 6-month training series where we will cover member engagement skills and prepare for next year.

On each BUILD day, you have three opportunities to join the conversation. Each time slot has its own registration link. After registering, you can add all upcoming sessions at the selected time to your calendar by clicking the "Add to Calendar" option on the Zoom confirmation page.

⚙️ Gear Up for 2025 National Bargaining: Sign-Up for BUILD Training Series

Session 1: 9 am Pacific, 6 am Hawaii, 10 am Mountain, 12 noon Eastern

Session 2: 3 pm Pacific, 12 pm Hawaii, 4 pm Mountain, 6 pm Eastern

Session 3: 6 pm Pacific, 3 pm Hawaii, 7 pm Mountain, 9 pm Eastern

PLEASE CHECK YOUR E-MAILS FOR INVITATION TO JOIN!!

If you have any questions, please reach out to your union representative.



WAGE UP
STAFF UP
PARTNER UP

This training series will strengthen your member engagement skills and prepare for next year. BUILD stands for Bridge, Unify, Innovate, Lead, Deliver.

Please scan QR Code to register

