

Hawaii Nurses & Healthcare Professionals

July/August 2024



President's Message: Advocation For Change Takes Action!



"DON'T JUST SIT AROUND AND COMPLAIN. **DO SOMETHING!**" Those words, spoken by Former First Lady Michelle Obama, resonated in the halls of the Democratic National Convention this week. Her words direct us to **STAND UP** for what we want because change is worth fighting for. Standing up and advocating for what we and our patients deserve (safe nurse to patient staffing ratios) ensures that our patients have the quality care they deserve, that our licenses are protected, and we receive the much needed help for our emotional and mental well-being.

Too often, nurses and health care workers are apathetic and resist standing up for ourselves. Yet, as workers in healthcare, we speak up and advocate for our patients daily. Nurses must bring awareness to the community in order to build a relationship of advocacy for safe quality patient care.

This summer we witnessed the results of hard work, sacrifice, and perseverance of athletes from all over the world in the 2024 Paris Olympics competing in the unity and solidarity of the games. At home, we witnessed the passing of the torch from the 'old guard' to the new at the Democratic National Convention invigorating a sense of solidarity, unifying individuals with pride and common beliefs. (Continued on Page 4)

SBAR: 2025 National & Local Contract Bargaining

S	Both the national and local (Home Health Nurses and Respiratory Therapists) bargaining agreements are set to expire on September 30, 2025.
B	Contentious and prolonged negotiations between labor unions and management were seen across the country in 2023 and 2024. Queens and Kapi'olani nurses are working without contracts as of this newsletter... one of those contracts expired nearly 9 months ago!! History tells us we need to prepare now.
A	As members of the Alliance, we are preparing today. WE ARE LISTENING!! Thanks to you, the surveys you responded to in 2023 helped set the tone for 2025 discussions. More joint surveys from the Alliance and HNHP are to come..
R	Respond to these surveys that will be coming soon. KP will hear your voice. Join our Contract Action Team (CAT) to help collect and share issues important to you and your unit by supporting the AHCU/HNHP on key bargaining issues.

LMP Committees

- Bargaining
- Staffing
- Attendance
- Workplace Safety
- Total Health
- Affordability Taskforce
- Integrated Disability Management

- Education and Training
- Workforce Planning and Development
- Care Experience

HNHP Committees

- Bargaining
- Communications
- Community Service
- Organizing
- Legislative
- Steward Council
- Arbitration

Health and Welfare Benefits, Attendance & PSP

Health & Welfare Benefits

Health and welfare benefits are bargained at the national level establishing medical benefits and eligibility, comprehensive plans, and healthcare reimbursement accounts (HRA) like annual and banked sick leave for all KP union members across all KP regions. Health plan coverage, paid sick leave, and leaves of absence with/without pay are bargained benefits for KP union members at regional/local levels. In HNHP's local agreement, Section 16 establishes paid sick leave and Section 17 is the provision for federally protected Family and Medical Leave Act (FMLA).

What does this mean for you? **KNOW YOUR RIGHTS!!** You have rights to federally protected leave, privacy, and, additionally your HIPPA-protected medical record. Just as importantly, KP is contractually obligated to provide protected leave. FMLA is a right. If you qualify, use it.

Attendance

Section 1.C.3 Attendance in the national contract provides the vehicle to create attendance review teams at the local level. How do we use this in partnership? Through the national contract, monthly attendance reviews are held in partnership with Labor and Management and attended by HR, the Unit Manager, and an HNHP Steward. Attendance reviews provide oversight on staffing adequacy, planned replacement (backfill), and commitment to requested time off, and budget. They are also a means "to discover

and understand root causes and develop solutions in partnership that will promote attendance," or in other words, how to root-out patterns of sick calls, absenteeism, and tardiness.

The attendance review board also serves a budgetary and forecasting tool for management. Burn-out and PTO denial lead to an increase in sick calls which result in increased overtime costs, workloads, and stress. Is this cyclical in your department or unit? Is there a pattern around weekends, holidays, school, another employee or procedures? Are staff calling in sick because PTO was denied? Are call-ins regularly staffed? Involve your UBT to review staffing levels and department backfill plans. Attendance improves by fixing these issues because YOU and KP "understand root cause and develop solutions."

PSP

Attendance is one of the six goals identified in our Performance Sharing Program (PSP). When we meet these PSP goals, we get a bonus! Our departments function better as a result of your efforts and the results of those efforts are cash bonuses awarded through our PSP. Ultimately, your presence and effort means our patients and members get the best care!

Have more questions about bargaining, our contracts, FMLA, or how HNHP represents you? Contact your HNHP steward or email the HNHP office at info@HNHP.org.

Changes to MOA Parking Hours for Lots C & E

MOA Admin instituted changes in parking hours for Lots C and E beginning Monday, August 5th. Lots C and E are now open between the hours of 5:00 am and 8:30 pm Monday through Friday and are also closed holidays and weekends. Should you find yourself locked in these lots after closing hours, please call MOA security at (808) 432-7920 for assistance. Also, should you need to park before 5:00 am, Lot B is available.

HNHP is pleased to represent you in meetings with MOA Admin as part of the LMP process. We are interested in hearing how these changes have affected our members. Please share your experiences with your [HNHP steward](#) or contact HNHP at info@hnhp.org. More updates to follow. Thank you for your cooperation and patience.

Also, did you know you can receive updates like this via text message? [Opt-in](#) to HNHP's text messaging system at (844) 228-0237 (text START and provide your first and last name and employee number).

General Union Housekeeping

- September 20, 2024: Special General Membership meeting from 3:30 to 5:00 pm to discuss and vote on an HNHP membership dues increase and HNHP strike fund. Meeting will be at HNHP's office address listed below.
- Keep your contact information up to date via email at info@hnhp.org or visit hnhp.org and complete form.
- **Have you been getting text alerts from HNHP? If not, contact your steward or the HNHP office to help you get connected.**
- **HNHP Office: 1130 N. Nimitz Hwy #A212, Honolulu HI. 96817. Phone: (808) 664-6364**



We are excited to welcome David Schoen to our HNHP board of directors. He is an RN in the MOA NICU. He brings a wealth of experience and knowledge, having previously worked in both union and management positions. As an HNHP Steward, he has demonstrated a strong commitment to advocating

for our members and sharing the union's mission. We are confident that he will provide invaluable insights and contribute significantly to our strategic goals. Please join us in extending a warm welcome to David.



Join the Contract Action Team



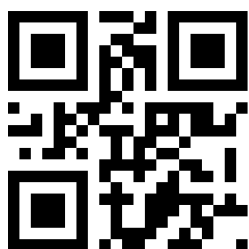
Hawaii Nurses and
Healthcare Professionals



CONTRACT ACTION TEAM

GET INVOLVED AND MAKE A DIFFERENCE!

There are many ways to be involved at your worksite, and at bargaining.



Scan to go to
HNHP.org & download
PDF to sign up for
CAT Team

Did you know...

- AHCU is comprised of 22 local and eight international unions representing over 57,000 KP employees in seven states
- The longest, continuous Labor-Management Partnership in the US is between KP and AHCU and CKPU

Upcoming Meetings & Events

August

- 10 Big Island Stewards Meeting
- 14 AHCU Town Hall w/ Leadership
- 17 Community Rally Informational at HI State Capitol
- 19 HNHP New Hire Orientation
- 22 Perinatal Stewards Meeting
- 23 RN-NP Call-in Bargaining
- 23 Clinical Ladder Meeting

September

- 2 Labor Day
- 3 HNHP New Hire Orientation
- 4 Hawaii AHCU Leaders Meeting
- 5 Alliance National Bargaining Committee Meeting
- 9 Alliance Labor Network
- 10 HI Attendance Committee Meeting
- 13 HI Market Education & Training
- 16 HI Staffing Committee Meeting
- 16 HNHP New Hire Orientation
- 17 HNHP LRC Meeting
- 19 HI Market LMP Council Meeting
- 20 Steward Council & Executive Board Meeting
- 20 Special General Membership Meeting @3:30 pm
- 21 HNHP Town Hall



INTERESTED IN BECOMING A STEWARD?

Would you like to play a crucial role in advocating for the rights and needs of HNHP members? HNHP is always looking to build their Steward bandwidth. If you are passionate and want to contribute, please reach out via email to info@hnhp.org with your name and contact information. Thank you.

President's Message: Change Takes Action! (cont.)

Recently, HNHP participated at the State Capitol along with other community supporters in the HNA-sponsored community rally standing together as one, rising together in a unifying fight providing awareness with the focus on Safe Nurse-to-Patient Staffing Ratios. These actions will strengthen all Hawaii nurses in solidarity and mission.



What's at stake? Your health and, subsequently, the health of the members whom we serve. Workplace injuries, burn out, and stress-related mental health issues are detrimental to our personal well-being and professional careers. Therefore, we, the frontline workers, must institute the changes that ensure the delivery of and access to safe, high quality and affordable healthcare. Providing high quality and safe work environments is HNHP's mission. We, HNHP, are constitutionally bound to this mission. Standing up and advocating for Safe Nurse-to-Patient ratios aligns us with the mission.



As Oregon recently joined California in passing legislation for nurse to patient staffing ratios, we expect 2025 to be a pivotal marker for staffing concerns in Hawaii. HNHP is working along side HNA and UNAC/UHCP to present safe staffing legislation in Hawaii. Assuredly, Healthcare Association of Hawaii (HAH), the representing body for Hawaii's healthcare systems and their employers, will continue to fight AGAINST safe nurse to patient staffing ratios arguing the outcome will result in substantial financial costs to hospitals, and insurers. In other words, HAH is prioritizing financial value above safety.



Through hard work and perseverance we can achieve much together. Goals are attainable by anyone that focuses on the outcome/dream. Join HNHP in upcoming meetings, rallies, and community awareness campaigns. The future of nursing depends on your actions, not inactions.

"Progress is possible but not guaranteed. We have to fight for it & never, ever give up. There is always a choice. Do we push forward or pull back? Come together" -Hillary Clinton

"We are stronger than we know. It's going to take all of us & we can't afford to lose. We will fight and we will win together." -Dr. Jill Biden

WE NOW MUST BE FIGHTERS AND ADVOCATES FOR OURSELVES AND OUR PROFESSION. WE WILL DETERMINE OUR FUTURE.

Teri Carvalho Luke, HNHP President