

# Hawaii Nurses & Healthcare Professionals

November 2024



## President's Message

"As we express our gratitude,  
we must never forget that the  
highest appreciation  
is not to utter words but to  
live by them."

-John Fitzgerald Kennedy-

[www.SpirituallyThinking.blogspot.com](http://www.SpirituallyThinking.blogspot.com)

As we enter into the holiday season, there are truly so many things in life to be thankful for- health, family & friends, purpose- to name a few. Many times in life we focus on what we don't have and what others do have regardless of the blessings we've been given. And yet, I have also witnessed how many of you have bestowed kindness to a patient or their family through the simple act of caring.

In our field, it is an expectation that we will offer this empathy and kindness yet it is not always easy when we feel that same lack of appreciation by our patients, co-workers, management. Our job is not always easy and yet every day we make a difference in someone's life. Please know that you are appreciated far beyond these words and I am honored and blessed to be among the most revered professionals who continue to heal and care for others.

Please remember to give each other the same empathy, forgiveness, grace that you would expect. Have a wonderful Thanksgiving with your loved ones as we are reminded of truly what we are thankful for.

Your President- Teri Carvalho Luke, BSN, RN

Presidents  
Message  
Lump Sum  
Payment

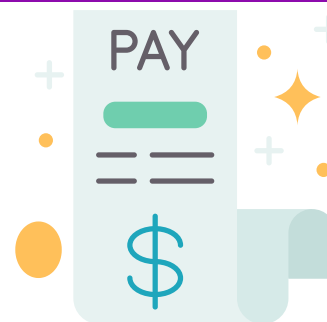
HNHP office  
Recap Annual  
Membership  
Meeting

Stewards  
Legislative  
Involvement

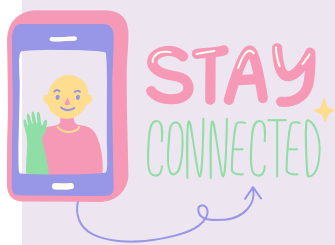
National Bargaining

## Did You Know? Your most recent Union Negotiated Benefit arrived

As an HNHP/Alliance member you should have received a 2% Lump Sum Payout in your latest paycheck on November 15, 2024. Eligibility rules require that you must be active in an Alliance bargaining unit (you qualify as an HNHP member) 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 all compensable hours (regular and overtime hours worked including special differentials, premiums like holiday pay, among others). Last year's average payout was \$2500. Please contact your steward or HNHP if you did not receive payment and believe you met the qualifications.



## Stay Connected

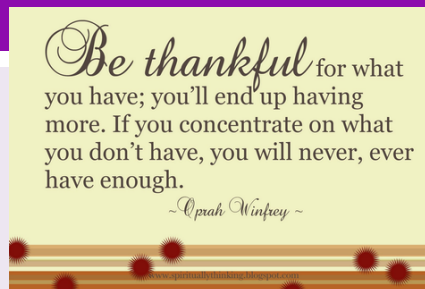


One of the ways HNHP communicates to our members is through text messaging.

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.



# Celebrate: Gratitude and Growth



It has been **ONE YEAR** since we established our union office—a milestone worth celebrating! Over the past year, our office has become much more than a physical space. It has grown into a hub for collaboration, support, and advocacy, a testament to the collective strength of our nurses and respiratory therapists.

We are filled with gratitude for the progress we've made together. This milestone belongs to each of you who have supported the union's vision. Your passion and dedication have made this journey possible.

From hosting meetings and organizing initiatives to providing a safe space for sharing concerns, the union office has played a key role in strengthening our community.

We reflect on this past year with pride, and we look forward to the opportunities ahead. Let's continue to build on this foundation, working toward a future where our collective values create lasting change.

Mahalo nui loa for your unwavering support and commitment. Here's to many more years of solidarity, strength, and success!



HNHP Leaders and Stewards at the HNHP Office Grand Opening and Open House

## Recap: Annual Membership Meeting

Mahalo to everyone who attended, participated, and contributed to the collaborative discussions that made the event so impactful.

Key Highlights included:

- **President's Report:** President Carvalho Luke provided a summary of the latest union successes and the challenges the union continues to face. We celebrated a year of hard work and achievements, including strides in increasing membership, successful resolution of workplace concerns, bargaining for newly organized members and the continued promotion of frontline engagement in workplace initiatives.
- **Financial Overview:** Treasurer Tarnowski provided a transparent report on the union's financial health, showcasing prudent use of resources to support our members and ongoing campaigns.
- **Membership Updates:** Members were updated on key initiatives including legislation.
- **Looking Ahead:** Union leaders presented a roadmap for the coming year, including plans for continued advocacy, expanded educational opportunities, and bolstering member engagement.



# Stewards and Stewardship

Stewards represent the voice of the unit. They represent their members in discussions with managers and advocate for members' rights within the National (NA) and Local collective bargaining agreements (CBA). They are the union liaison between you and management, relaying your concerns and issues in terms of your CBA. They understand the confidential nature of sensitive issues and are there to educate and provide support and guidance on methods to address such issues. Stewards are also the liaison between you and HNHP. As an organizer, stewards help build solidarity by encouraging participation in union activities and campaigns.

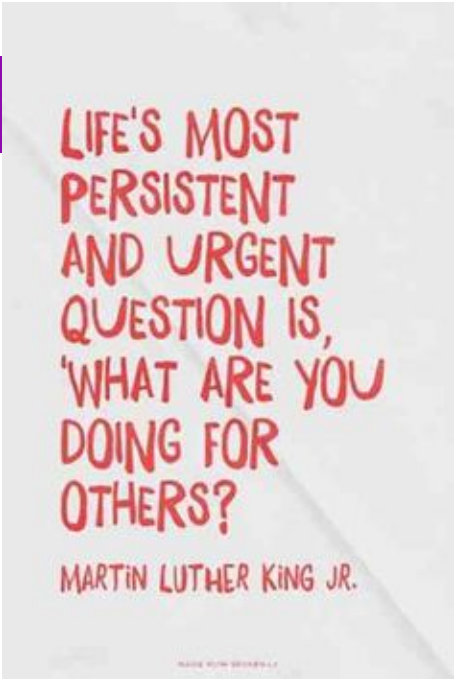
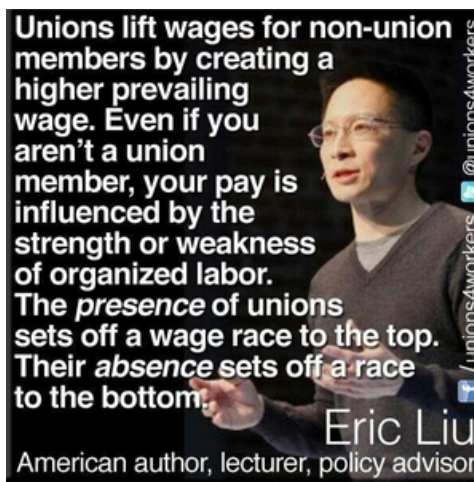
While you may not be the steward for your unit, stewardship of the NA and Local CBA is your responsibility. It is more than a responsibility, it's about accountability. You must practice stewardship of the NA and Local CBA as a HNHP member. Just as you advocate for your patients, you must advocate for yourself and HNHP, enforcing your rights through the NA and Local CBA. Management will ignore your rights when you don't advocate and enforce them. Please reach out to HNHP if you are interested in becoming a steward. HNHP encourages you to integrate contract stewardship as part of your professional development and role as a nurse and HNHP member. Remember... YOU ARE THE UNION. YOU ARE HNHP.

## Legislative Action & Staffing Bill

Taking part in legislative initiatives is crucial for individuals or groups, such as unions, because it helps shape the laws and policies that directly impact the work they do. Some ways that HNHP and its leaders have been involved so far include testifying at public hearings and having discussions with politicians & lawmakers about our interests in resolving issues within healthcare.

HNHP will need your testimony of experiences firsthand as healthcare workers dealing with real time experiences. For example, union members can provide critical insights into the consequences of unsafe staffing levels. When we get involved, we ensure our voices are heard and considered. We can also safeguard against policies that might harm our profession by preventing harmful legislation from advancing. When communities and organizations collaborate on initiatives, they build solidarity and demonstrate the strength of their collective voice. For organizations like a nurse's union, legislative advocacy is especially important to push for policies that improve workplace safety and patient care standards. This engagement not only improves conditions for members but also benefits the broader community they serve.

HNHP is actively engaged and collaborating with other unions and legislators to ensure safe staffing for patients in our community as well as to protect the nurses and healthcare workers providing care. Please consider joining our legislative committee (contact HNHP) and also writing up the "staffing concern" of "Assignment Despite Objections" form in order to capture your testimony that will be so powerful during this upcoming legislative session. If you would like further information, please contact HNHP or your steward. We need all to be involved!



**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:  
December 21

**SCAN TO REGISTER**





# 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.

NOV  
21  
2024

## ***From Paper to Practice: Operationalizing Our Agreement***

Join us to learn how we transform our contract language into practice. We will cover key language changes in UBT learning, staffing, Just Culture, racial justice, and more. Additionally, we'll explore common pitfalls and barriers, and share our proven strategies for implementing new language effectively.

DEC  
19  
2024

## ***"What has the partnership done for me lately?" — Our Partnership Benefits***

In this session, we will discuss the *partnership difference*, our approach to partnership as a *strategy* and how to tackle common misconceptions about the partnership.

JAN  
16  
2025

## ***Winning at the Table: The Bargaining Process***

In this session, we will discuss what's included in the bargaining process, timelines, and strategies for winning.

FEB  
2025

**\*No Session\***

MAR  
20  
2025

## ***Your Union Rights:***

In this session, we will discuss our Labor Management Relations Act (LMRA) and stickers, and talk

SESSION  
1

**9 am Pacific, 6 am Hawaii, 10 am Mountain, 12 noon Eastern**

To register please visit [Link to Register](#) or scan the QR code.



SESSION  
2

**3 pm Pacific, 12 pm Hawaii, 4 pm Mountain, 6 pm Eastern**

To register please visit [Link to Register](#) or scan the QR code.



SESSION  
3

**6 pm Pacific, 3 pm Hawaii, 7 pm Mountain, 9 pm Eastern**

To register please visit [Link to Register](#) or scan the QR code.



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

