



Same-Day Surgery UBT includes members of HNHP and Unite Here! Local 5.

# Hawaii Nurses & Healthcare Professionals

## Celebrating Nurses on Labor Day

Labor Day became an official federal holiday in 1894, thanks to President Grover Cleveland. Labor Day should be a moment when we all reflect the critical contributions of working people to the political, economic and cultural development of this country. As we face challenges of growing levels of wage and income inequality, hazardous working conditions in the midst of COVID, there are lessons we can learn from the past.

Professional nursing holds a unique place in the American health care system. As members of the largest health care profession, the nation's 3.1 million nurses work in diverse settings and fields and are frontline providers of health care services. As HNHP, we are part of the Alliance and collectively, we represent nurses in almost every KP region. For us, Labor Day highlights the importance of protecting nurses' right to continue working collectively for a healthier world.

### Did You Know?

#### OUR MEMBERS

- HNHP is comprised of three (3) separate bargaining units (BU). We have approx. 900 members all of which are employed by Kaiser Permanente Hawaii.
- The three CBAs (collective bargaining agreements) cover the Hosp/Clinic RN & NPs, Respiratory Therapists, & Home Health RNs.

#### OUR LEADERS

- The HNHP is led by our four (4) interim Executive Officers and five (5) interim Directors. There are three Directors for the main BU and one each for RT and HH.
- The election of the Executive Board with Trustees will occur in November of this year. A nomination meeting will be held soon and active members may run for office.

#### OUR PARTNERSHIPS

- The Labor Management Partnership is the largest and longest-running Labor Management Partnership in the U.S.
- HNHP is a member of the Alliance of Healthcare Unions (AHCU).

**HNHP**

**Newsletter Highlights**

LABOR DAY

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ALLIANCE OF HEALTH CARE UNIONS

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CALL-IN STATUS

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FYI

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SUBMIT YOUR QUESTIONS

# Are You Considering Dropping to Call-In (CI) Status?



## What you need to know first....

*If you don't meet the minimum hours, you could lose membership eligibility with HNHP:*

- You won't be protected by our union contract and we would be unable to file grievances on your behalf;
- You would lose longevity pay and seniority for vacation bidding and scheduling;
- You won't be covered by our Transition Letter and will lose eligibility for National Agreement benefits like EISA, Ben Hudnall, and retiree medical;
- You'll lose access to health and welfare benefits that are negotiated on behalf of HNHP members;
- Your vacation bank will be emptied and paid out;
- You won't be guaranteed hours as KP is not obligated to schedule you for hours and KP may give preference to Travelers for scheduling over non-covered CI's.
- You will need to fulfill 260 hrs. per payroll qtr. first in order to regain benefits under the local contract and our Transition Letter;
- Your eligibility for retiree medical may be affected and your pension reduced.

## FYI ...

- The next Alliance #SolidarityTuesdays will be on September 20, 2022. We are calling on all Alliance members (HNHP, Local 5 & UNAC/UHCP) in Hawaii to show your union solidarity every Tuesday or the designated Tuesday of the Month by wearing union colors, buttons, t-shirts, or swag.
- Some of our officers are filling Special Assignment Agreement positions to support the Labor Management Partnership, which allows us to raise issues to management's attention using the tools of the LMP. However, the hours dedicated to running our union business are voluntary, out of conviction to ensure our members' rights are protected.
- **Permanent Charge Nurse Positions will be posted soon. 2-day and 2-night shift charge positions becoming available in Med Surg and Telemetry Departments.**

## Questions & Answers

**Q:** Do we pay back the PSP overpayment?

**A:** NO - As HNHP, we are disputing the repayments and advise you against taking any immediate action on this. We are currently gathering signatures for a petition with two specific demands: (1) For KP to stop seeking overpayments for the 2021 Performance Sharing Program/Thank-you Bonus and (2) for KP to remove unfair standards from the Performance Sharing Program Financial Gate that makes it harder for us to receive a financial payout. No other region in the PSP program requires a positive margin in addition to the financial margin. After everything we have sacrificed during the pandemic, and through continuing shortages that force us to work short, Kaiser Permanente should focus on rewarding and retaining employees, instead of penalizing us! Speak to your steward to sign the petition in person.

*"The strength of the team is each individual member. The strength of each individual member is the TEAM."*