

# Hawaii Nurses & Healthcare Professionals April 2025



## President's Message

Your union, HNHP, along with the Alliance (AHCU), has been actively preparing for both National and Local bargaining. Since January 2025, local bargaining prep sessions have involved volunteer team members who have focused on key areas identified through survey results. These areas include wages and differentials, staffing and working conditions, education and training needs, and work-life balance, among others. HNHP is dedicated to addressing the issues that have been concerning over the years and working towards their resolution. Members of the bargaining team have committed countless hours to prepare for these sessions.

We are also engaging our Contract Action Team (CAT) members to collaborate with you, provide updates on bargaining, and gather "real-time" feedback from the workplace. It is essential that **EVERYONE STAYS ENGAGED, INFORMED, AND SUPPORTIVE** as the bargaining process unfolds.



President Terilyn Carvalho Luke

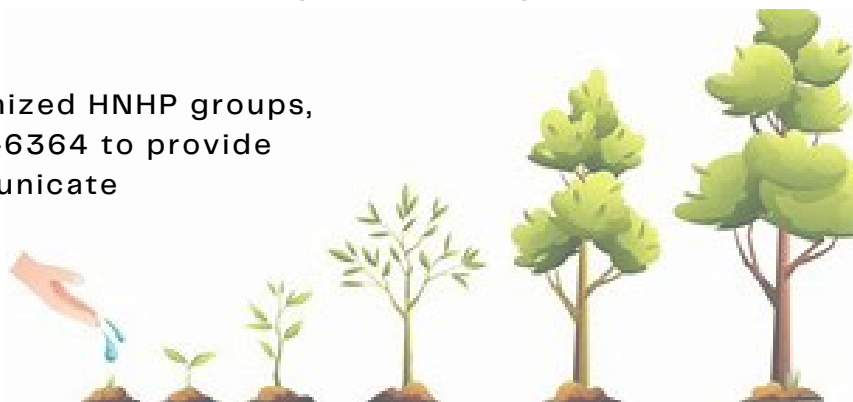
## HNHP Continues to Grow It's Membership

In previous communications, HNHP shared that organizing new members was a huge priority and we have been successful in all of our organizing campaigns to date.

HNHP has accreted the Call-in/Per Diems within the job classifications for existing positions that are part of the HNHP membership- this includes the RN/NP, Home Health RNs, and Respiratory Therapists. The Maui Home Health RNs, Lactation Consultants & Coordinators, Big Island Home Health RNs were also accreted since HNHP was formed in 2020. HNHP is currently bargaining the terms of the accretion for the Call-in/Per Diems in HH & RT.

The most recent group organized into HNHP is the Medical Technologists and Cytotechnologists as of March 21, 2025. We are awaiting dates to begin bargaining terms for the Lab group.

If you are part of any of these newly organized HNHP groups, please contact the HNHP office (808) 664-6364 to provide updated information so that we can communicate with you.



# Call -In/Per Diem RN/NP Bargaining

**Accretion settlement for Call-In/Per Diem RN/NPs was reached after months of bargaining and resulted in the following agreement:**

**Wages (eff. Feb. 11, 2025) Call-in employees accreting into this unit shall receive a shift differential, in addition to the base rate of pay, for all shifts worked and will be paid as follows:**

- **Call-in employees shall receive \$5.00 per hour in addition to base rate of pay**
- **Shift differential shall be paid for time worked and shall be applied to all overtime hours worked**

**The shift differential shall be implemented by the first full pay period following one hundred- twenty (120) days from the date of ratification.**

- **Seniority Date: A Call-In shall be deemed to have lesser seniority than Regular Full-Time, Regular Full-Time (36 hours per week), Regular Part-Time (pre-determined), Regular Part-Time (quarterly) and Part-Time employees.**

**For the Call-Ins identified as of this accretion, as of the certification date, the Bargaining Unit Seniority Date is as of their most recent date of hire into a position covered by this bargaining unit.**

**For Call-Ins hired after the certification date, 24.2(a) Seniority Defined applies.**

**Call-In Nursing Policy (Inpatient & Ambulatory) Agreement was reached under separate cover for the Call-In Nursing Policy.**

## Upcoming Bargaining Dates:

- RN/NP Bargaining  
April 16, 2025
- RN/NP Bargaining  
April 21, 2025
- HH Bargaining  
April 24, 2025
- HH Bargaining  
May 1, 2025
- RN/NP Bargaining  
May 2, 2025
- RT Bargaining  
May 12, 2025
- RN/NP Bargaining  
May 13, 2025
- HH Bargaining  
May 15, 2025
- RT Bargaining  
May 23, 2025
- RN/NP Bargaining  
May 29, 2025
- RT Bargaining  
May 30, 2025

## Joint Training on Interest-Based Negotiations: Building a Stronger Path Forward

On March 19, 2025, local bargaining participants from all three Hawaii Alliance unions - HNHP, UNAC/UHCP, Unite HERE Local 5, and Kaiser Hawai'i Management and HR came together for a joint training on Interest-Based Negotiations (IBN). The session marked a critical step in reinforcing collaborative problem-solving and setting the tone for a more respectful, transparent, and solutions-driven bargaining process.

IBN moves away from traditional adversarial negotiating and instead focuses on shared interests, encouraging all parties to explore creative, win-win outcomes that benefit both workers and the organization. The training was a powerful reminder that when labor and management come to the table with open minds and shared goals, real progress is possible. This approach will guide the tone and structure of upcoming 2025 negotiations, and we are encouraged by the early commitment shown by all parties to engage in good faith. As always, HNHP remains steadfast in advocating for fairness, equity, and the dignity of our members throughout every stage of bargaining.





HNHP Bargaining Team feat. RT, Home Health and RN/NP

## HNHP Shows Up Strong at the Alliance Leadership Conference in LA

This year's Alliance Leadership Conference (ALC) in Los Angeles was a powerful gathering of more than 450 union leaders, stewards, and healthcare professionals from across the nation. HNHP members came ready to connect, strategize, and lead—and they made a lasting impact.

For many, like **Destry Segawa**, it was their first time attending ALC, but it won't be their last. *"It created an environment with a lot of energy and excitement for our upcoming 2025 bargaining," Destry said. "It set the mood that we will not back down. We will get what we deserve—or we will fight!"* Destry also took the stage to present on 5Mauka's work reducing pressure injuries using "4 eyes" and Hovermatts, when Hawai'i was awarded **Most Affordable Market**.

For **Sarah Lopez**, the highlight was the powerful sense of unity during the strike prep sessions. *"The chanting, marching, and shared hope for solidarity brought a powerful energy to the movement. Watching all of us holding our banners set the stage for effective negotiations and affirmed our commitment."* She closed with a rallying cry: **"WE ARE HNHP!"**



**Ann Domingo**, a first-time steward, found the conference inspiring and transformational: *"Learning from experienced leaders reinforced the power of collective action and the importance of engaging members... it strengthened my commitment to advocating for workplace improvements and building a stronger union."*



# 2025 Key Interests :

## Wages:

- Historically large wage increases reflecting other contract settlements, inflation, labor shortages, staffing recruitment/retention, and cost of living
- Best wages
- Parity & wage equity
- Addressing wage compression due to minimum wage increases

## Benefits:

- No takeaways in benefits
- Consistency in medical plans across units, regions
- Ensure retiree medical benefit is adequate to cover retirees' medical costs and equal across the board
- Protect the pension
- Equitable crediting of sick leave for pension service and HRA conversion
- Adequate funding for Trust Funds to maintain and improve services and programs
- Increase tuition reimbursement and expand how it can be used, including for student loan reimbursement.
- Attendance policies that don't penalize illness and family caregiving
- Adequate staffing and backfill to allow benefit usage
- Paid time and adequate sanitary facilities for lactation

## Align Contract Expirations



## Union Security/Growth:

- Limit subcontracting and promote insourcing
- Extend partnership and NA to Maui Health System
- Extend partnership to KP new business operations
- More flexible union leave language
- Job Security:
  - Consistent application of the corrective action process
  - Apply no cancellation in ambulatory setting
- Protect our immigrant members

## Staffing and Patient Care:

- Refocus on patient care Staffing ratios, templates, and protocols
- should be developed in partnership to create time for quality care and hire enough staff for access and quality. Ensure staffing plans acknowledge all of the work performed by our members and metrics appropriately track that. Improve implementation of the staffing language Appropriate backfill is planned for and provided Address scope of practice – ensure care is provided appropriately by the right staff Jointly identify future workforce needs through anticipated retirement, turnover, growth, etc. Create joint plans to prepare for future workforce needs. Create schedules which support work-life balance (adequate part- time opportunities, flexibility, and limiting variable shifts)

## Partnership:

- Set minimum standards for UBTs – membership, meetings, ensuring release
- Drive implementation of Just Culture through the organization
- Partnering around AI and technology to meet job security and quality care
- Better implementation of existing language
- Train for partnership – management and new employee LMP training and including partnership training in enterprise learning
- Ensure integration into operational planning as provided for in the NA