

Speak Out Now at Kaiser

Not A Small Matter

The Coalition of Kaiser Permanente Unions are getting ready for a new contract negotiation. The contract expires late 2018 but some of us have already seen a few SEIU reps asking people to fill out surveys about what matters most to us.

This contract is not a small matter - it covers over 100,000 workers all across Kaiser. So whether or not we have faith in Kaiser, the union, or even each other, what matters is that we start having conversations about how we can play an active role in deciding what our near future might look like.

If we want the union to be an effective tool, then we must understand that a union is only as strong as the activity of the workers in it. Our voice can be really loud, 100,000 people loud to be precise.

No Crystal Ball Necessary

The medical charting system called Health Connect was updated once more and management assigned additional staff for the Emergency Department during this down time period. There is a serious problem when management can plan for down time staffing but they can't staff for the emergencies that can happen any time, any day in our department.

Kaiser improved staffing for a potentially busy day but this is how they should staff us all the time. We might not have a crystal ball to look into the future but we don't need one to know it will be busy.

Did We Notice?

There are so many issues coming up in the news these days, it's hard to keep up with all the changes that are happening. Many of the protections and services that have been won are being taken away from us and politicians keep these changes beyond our notice. The Child Health Insurance Program (CHIP) that provided low-cost health insurance to nine million children was allowed to expire September 30th without any talk of renewing it.

Congress didn't do anything about this program and while they keep us distracted with stupid tweets who knows what else they will allow to slip under our noses.

The Myth of the Unsafe Worker

Newsflash to management: not a single one of us comes to work to risk the safety of ourselves, our coworkers or our patients. The constant restructuring of work, making our shifts more intense through increased workloads, job duties, and responsibilities, the constant short staffing – are what creates unsafe work environments. Kaiser's way of increasing their profits increases risks for everyone else.

Kaiser likes to put the burden of safety on us, either by asking us to monitor each other's safety practice or blaming us for unsafe conditions. This myth of the unsafe worker is just a story management makes up to keep us distracted from all the money they are making.



Kaiser Managers telling their scary “Unsafe Worker” story.

SAVE THE DATES!

**Speak Out Now
Revolutionary University**

No tests, no boring lectures, just three days of interesting talks and discussions that you are invited to.

October 13-15

See other side or talk to a Speak Out person for more information.