

Speak Out Now at Kaiser

December 3, 2018

Is EVS Being Designed to Fail?

In EVS working without adequate staff is nothing new. But lately things are out of control. Management isn't scheduling anyone to clean entire areas of the hospital. There are plenty of workers who could be called in or put on the schedule but they're not doing it.

We know management is incompetent when it comes to scheduling, but it seems they are doing this on purpose. Perhaps they are just trying to save money at the end of the year to make their budgets look good. But whatever their reason is, we're the ones that get blamed for all of this because it seems like we don't do our work. Maybe this is exactly what management wants.

Kaiser Doesn't Care About Mental Health

Kaiser has created a disaster for mental health clinicians and patients. Mental health clinicians are understaffed and way overbooked with too many patients. In California, there is about one full-time clinician for every 3,000 Kaiser members. Kaiser tries to discourage patients from getting individual treatment, and instead pushes patients into group counseling sessions, even when they clearly need the one-on-one treatment. When a patient insists on seeing an individual clinician, it is very difficult since they are so overbooked.

Mental Health Clinicians are sick of it and have announced a week-long strike beginning on December 10. The demands of the mental health workers are clear: Kaiser has the money, and they should pay to hire and retain enough clinicians to meet the needs of the patients.

Making a Budget and Cutting it Twice

Management isn't counting the days until Christmas, but they are counting how much money they can pinch before the budget year is up. Managers are approving less overtime, fewer hours for short-hour employees, and sick calls are being covered even less than normal.

The end of the year is already a stressful time to work in a hospital. It is peak season, flu season, and now wild fire season too – each bringing more patients who need more care. We are trained to deal with this type of stress, but no training can prepare us for managers during their budget-cutting season.

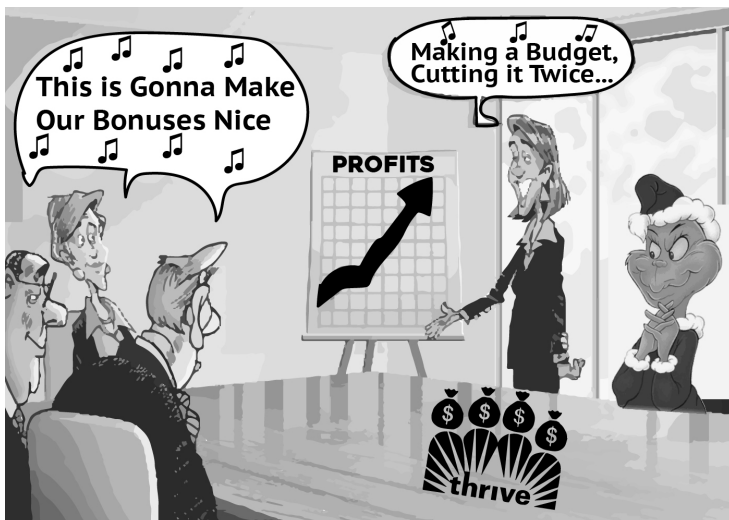
While we are busy finding ways to take care of the patients in front of us, management is behind us busy looking for ways to make more cuts.

'Tis The Season...

During the holidays, many of us try to get extra hours to help pay for the extra costs of the season. It is already hard to get these hours approved since management is watching their budget at the end of the year. But while they are watching their budget, we need to watch our checks to make sure that they pay us accurately. During the holidays we work more hours, and so it is even more important to check. We shouldn't have to spend extra time making sure they pay us for the extra time we are putting in. But 'tis the season to be checking it twice.

Kaiser's Cause is Health?

In the Bay Area, toxic air from the recent fires sent thousands of more people to hospitals for respiratory issues. Did Kaiser add more staff? Did Kaiser make N95 masks available or did they hide them? Did they extend any hours? Did they make any room to see more patients? Did Kaiser do anything at all to meet this increase in need? Of course not. We just did extra work.



SHOW YOUR SUPPORT! Donate to the *Speak Out* Newsletter!

We will be collecting donations to help pay for the cost of producing this newsletter. Any amount helps. We will be collecting donations this week and next (**Dec. 5, and Dec. 12**).

We are at the Macarthur Blvd hospital entrance on Wednesdays from 6:45am to 8:15am and 3:30pm to 5:00pm.