

Prepared for the Winter Surge?

Management keeps talking about how we need to be more efficient on our charts and our workflow especially since we are going to get more patients during the winter season. The reality is, the number of patients being seen has not really gone down much since last winter. But the amount of work we will have to do is about to increase. We know the winter and flu season is around the corner and sometimes it feels like it is already here. So many of us are asking what is management going to do for the winter surge?

Usually Kaiser will hire a few extra temps or travellers during the peak season. But that's just to keep things from completely falling apart. They don't give us the help we really need.

Training for the Chaos

Why is it that whenever someone new is supposed to get trained, no one extra is ever scheduled to do it? Training someone means we have to do our work and help explain it to someone new. That is extra work. But when management throws training into our normally understaffed schedule, it just makes everything worse.

It's like management doesn't want us to train them correctly. They just want us to get the new hires used to the chaos of our understaffed departments.

What is Management Going to do?

Many of us always look to management for the solutions to problems we face every single day at work. Do the letters after their name or their six figures mean they can fix the problem? We all know the answer to that. They don't do the work, so why would they be the ones to know how to fix it? We do the work so we know what it would take to fix it.

So, instead of looking to management for the solution, we should look to each other to demand the solutions we know we need.

- Are there problems in your work area that you think should be in the newsletter?
- Would you want to talk about problems in the workplace and what to do about them?
- Are you fed up with the problems in society?

STOP AND TALK WITH US

Macarthur Blvd. near the entrance to the Hospital.
Wednesdays from 6:45am to 8:15 and 3:30pm to 5:00pm.

Pass This On To A Friend!

The Code Purple Cover-Up

Code Purple means we have "special guests" coming into our departments and we should all be on high alert. It's as if we should be excited to see them and try to impress them with our best behavior.

We all know that all management cares about is how the numbers look on paper. They will even erase the numbers when we don't meet the department goals. Code Purple is just a cover-up.

Kaiser's Competition

Kaiser likes to pretend we are competing with other healthcare providers, but who are they really talking about? How many of us are holding second or third jobs at the other area hospitals we are supposed to be in competition with? How many of us finish our shift at Kaiser only to clock in at a so-called competitor? Does Kaiser think we should compete with ourselves?

Kaiser's real competition is how much more they can squeeze from us. We're here to take care of people but Kaiser is here to make as much money as possible.

Budget For Bees But Not For Workers

Management really likes to put on an act when trying to convince us to fill out the People Pulse survey. It's in our huddles, posted in the elevators, our email inboxes, and hovering managers remind us about it every chance they get. Management even found some money in the budget to pay someone to walk around in a bee costume reminding people about the survey. Instead of a dumb costume, it would have been useful to actually have them cover our short-staffing instead.

Management is pulling all the stops trying to get us excited about People Pulse. But for us it's just another thing they bug us about.

