

**Bigger than we Feel**

The bargaining team for the Coalition of Unions at Kaiser is huge. A few weeks ago, during the first bargaining session, dozens of people got together to fight for the rights currently under attack by Kaiser.

Given how much Kaiser has threatened to take away, it is obvious that the bigger the bargaining team, the better. Now imagine, if all of the 85,000 people represented by the Coalition got active around this fight, we would be unstoppable.

We are stronger than we think, and we are bigger than we feel. Time to use that in our favor.

**Who has Elastic Arms?**

During the past couple of weeks, management in the Emergency Department rolled out their new workflow trial called “Portal RN”. In this trial, a nurse is designated to be a “gatekeeper” who decides whether patients are seen in a room in the ED or in the waiting room. They are also supposed to start blood draws and other lab work or imaging orders.

This position is substituting the position of “navigator” in each pod in the ED. But we all know that the work of navigator will end up falling on the other nurses when the Portal RN is too busy.

Management thinks that by watching us and taking notes during this trial they understand our work, but they are not the ones that have to do it day in and day out. Just because we are stretched out, doesn’t mean we have elastic arms.

**NBA Playoffs: Don't Call It Pressure**

The NBA playoffs are underway and have been very exciting for basketball fans. The media likes to present each game like a high stakes battle with players under intense pressure to win. But Damian Lillard, star point guard for the Portland Trailblazers, who grew up in Oakland and played basketball at Oakland High School, said this about pressure:

“Pressure? Nah, Fam. This is just playing ball. Pressure is the homeless man, who doesn’t know where his next meal is coming from. Pressure is the single mom, who is trying to scuffle and pay her rent. We get paid a lot of money to play a game. Don’t get me wrong — there are challenges. But to call it pressure is almost an insult to regular people.”

**Managerial JCAHOitis?**

Has your manager been showing symptoms of managerial JCAHOitis?

**Managerial JCAHOitis** (ma-naj-eary-ill jay-co-ite-is): inflammation of the manager, often accompanied by management becoming a pain in the butt, swollen egos and sudden stiffness in policies. JCAHOitis is a seasonal disorder, most commonly affecting management, but also known to increase pressure on employees.

Treatment: daily regimen of increasing staff is the only known cure.

**Working to Live, or Living to Work?**

Many of us feel like we live here at Kaiser. Once you factor in the commute, over half the day is spent getting to work or being at work. And that's even if we're not working overtime! Our work is important, but we should have the time to develop our own interests, too.



**Thank you!**  
 During last week’s collection of donations, we collected \$16, which will contribute to the printing of the newsletter.

**The Newsletter is Taking a Break**  
 We are going on a break. We will be back on Tuesday, May 28<sup>th</sup>.  
 At our usual time and place:  
 Macarthur Blvd. near the entrance to the Hospital. Tuesday from 6:45am to 8:15am and 3:30pm to 5:00pm.