

Speak Out Now at Kaiser

June 11, 2018

Is a New Normal on its Way?

Sometimes the ED only has one person working as a registration clerk during a shift. It should never be this way, especially since we have five registration stations. And recently this has been happening more often. It seems like management wants to cut staffing even more. The person for the next shift is never even called to come in early as if it we aren't short-staffed.

But one person can't do all the work. No one should have to get called in early and no one should work without enough support. We can't let this become the new normal.

Blame the On-call?

Many of us start out being on-call when we first get hired at Kaiser. Do you remember not knowing when that call was going to come in? Or the stress of having to drop everything at the last minute and get to work? Or the worry of not getting called in often enough? How many of us can actually function this way?

But management thinks that on-call workers need to pick up even more shifts. And they blame the on-calls for causing the short staffing that occurs. But they're not the ones to blame. Who can really live their life while being on-call? On-call workers need to have a stable and regular income. Instead of blaming them for not picking up a shift, we should be blaming Kaiser for not giving them the stable job they need.

Thanks for Your Support

Thank you to the 38 people who donated a total of \$58.75. Your donations help cover the cost of printing this newsletter. If you wanted to donate but didn't have the chance, you can give a donation to the person who passes out this newsletter. **We are at the Macarthur Blvd hospital entrance on Wednesdays from 6:45am to 8am and 3:45pm to 5:15pm.**

**WE ARE TAKING A BREAK!
THE NEWSLETTER WILL COME OUT
AGAIN THE WEEK OF JULY 23.
SEE YOU SOON!**

Faster is not Always Better

Kaiser tries to cram as many surgeries as they can into one day. But this puts a huge burden on the workers in Sterile Processing who clean and sterilize all of the instruments. Instead Kaiser should fully staff the department and purchase enough machines and instruments to meet the demands of the surgeries. But Kaiser would rather continue to rely on what is called FLASH sterilization to speed things up. But FLASH sterilization often increases the risk of patient infection.

So instead of hiring more sterile processors and protecting the patients, Kaiser would rather keep scheduling more surgeries so they can make more money. In this case, faster is not better!

We Don't Have the Budget for That

How many times have you heard management say they don't have the budget for more staffing or anything else the department may need? What budget are they referring to? Who sets the amount of that budget? Can management actually show us their secret budget?

When management says they don't have the budget for more staffing, that's not what they actually mean. Kaiser continues to make more money every year and increase their membership while not increasing staffing in any real way. This is not a budget problem. This is Kaiser's choice. They have the budget for more staffing, but they'd rather make more money.

How Much Money is not Enough?

In Kaiser's latest financial report for the first quarter ending March 31, 2018, this is what they reported:

- **Net income of \$1.4 BILLION (compared to \$504 MILLION from the same time in 2016.)**
- **Membership increased by about 472,000 members since December 31, 2017 (totaling 12.2 million,)**

THE ONLY PATIENT KAISER CARES ABOUT

