

Speak Out Now at Kaiser

May 14, 2018

You Have the Right To SAY NO

When it seems like we are barely making rent and just scraping by, many of us are willing to take overtime whenever it is offered. For some of us who can't stay over, we are often hoping to get called to pick up an extra shift. The worst part is that we are always asked at the last minute, like ten minutes before our shift ends or only one hour before the shift starts. Management thinks we are at their beck and call.

Management and some coworkers tell us that we have the right to say no. But when we are scraping by, it's like we have no other choice but to work extra. Instead of always being called in, we should have higher pay and full-time scheduled positions. Then we could get the hours we need without our lives being constantly interrupted.

Where do the ADO's Go?

Nurses are encouraged to fill out an ADO (Assignment Despite Objection) whenever there is a problem in providing safe patient care. Usually this happens when there is a staffing shortage and we have to care for too many patients. We fill out an ADO and then do our work the best we can anyway. The problem is, we are short all the time, and are constantly filling out ADOs in many departments.

But what happens to them? Where do they go? What do they do? It seems like we fill out ADOs about unsafe staffing levels and then they disappear and nothing changes. For Kaiser, we can object all we want as long as we get the work done anyway.

Long Wait Times? Don't Speed Up

Management likes to blame long wait times on us. They pretend that we don't work fast enough, that we screw up the flow somehow, or they blame us for calling in sick. But most of the time we are working as fast as we can and there are still long wait times. This means there are not enough of us. Kaiser likes it this way as long as we get all of the work done.

But what happens when we don't speed up and we do all our work at a safe and normal pace? Kaiser's only option would be to hire more of us. The more we work fast, the more Kaiser can say: "see, told you the work can get done." We shouldn't let them get away with this.

**Stop and talk with us. We are here
Wednesdays from 6:45am to 8am and
3:45pm to 5:15pm. Pass this on to a friend!**

Mini Nurse Week, Big Insults

This past week was Nurse Appreciation Week and management pretended to give us some recognition. They showed how much they actually value us by giving us mini gifts. Mini cupcakes all week, mini bags of popcorn and maybe we'll even get another mini pin. These little gifts, especially the mini cupcakes, showed how little they think about us. They didn't even give us enough cupcakes for each nurse.

It seems like Kaiser is trying to show how few nurses they really want to make this hospital function. Kaiser's mini recognition was more than mini insulting.

Whose Partnership?

Many of us keep getting emails from Kaiser or our union officials talking about the state of the labor-management partnership. We are told that this partnership is in danger, and that Kaiser is trying to pit the different unions against each other.

But the truth is this labor management partnership isn't really a partnership at all. Workers and management can't be partners when management's job is to enforce whatever Kaiser needs to make more money. This means doing whatever it takes to keep staffing low, to add more work onto all of us, to increase part-time and non-benefitted positions, and to keep our wages and benefits to a minimum.

Workers don't need a partnership with management. We need a partnership with each other – a Labor-Labor Partnership, one where all workers, with a union or without a union, can begin to organize and fight on the same side. The more workers and our unions are divided the better it is for Kaiser.

WHEN THE BOSS IS A PATIENT

