

## E Pluribus Unum – out of many, one A Moment of Truth



by Luanne Long, RN  
President, HNA

Just about three years ago now, we made a major change to create unity in our organization and to make ours a union that would be truly effective representing the needs of Nurses and those they serve.

A great deal has been accomplished – we have created a single professional union where before there were two different organizations; we have dealt with the union's financial situation and have balanced the budget; we have focused our efforts on serving the needs of Hawai'i's staff Nurses. But today, we face a moment of truth.

**We are doing all we can but we need to do more**

We are doing all we can. But we need to do more. And that requires an expansion of our program and a solid funding base. After working hard on this problem for months and months, the leadership –

working with our Interim Executive Director – developed a plan for a dues adjustment. The Executive Committee voted unanimously to endorse the dues adjustment plan. The Board of Directors reviewed the plan and approved it in a unanimous vote. Your House of Delegates also considered the plan and they, too, cast a unanimous vote to approve it and recommend it to the full membership. Now it's up to you.

We face an organized opposition in negotiations from the Employers Council.

We have to deal with the effects of the nursing shortage. We are affected by the massive increase in fuel costs – both directly and indirectly as the greatly increased cost of fuel has raised the prices of almost everything we need both at home and at work.

We need to hire additional top level professional staff to represent us in our facilities where we work. We need to increase our efforts in lobbying the Legislature on behalf

of Nurses – including getting the Legislators to seriously consider our No Lift and Safe Staffing bills. We need to have a budget we can count on to plan successfully for the future.

### Dues Adjustment Proposal

All this depends on your acceptance of the dues adjustment proposal.

The last time HNA dues were changed was back in 1992 – MORE than a decade and a half ago. We can't win today's battles on yesterday's financing, much less that of 16 years ago. The world has changed. We have changed. We need to continue to improve all that we do. And this is the way.

You gave your officers your trust when you elected us. We ask now that you hear our voices as we ask you for your vote one more time.

**Please vote YES on the dues adjustment ballot. Don't leave it to someone else; do it yourself. Vote YES. Do it for your HNA. Do it for your fellow Hawai'i Nurses. Do it for yourself.**

## Legislative Update

### Report from the Governmental Affairs Committee

The Center for Nursing bills are still active in the Legislature. These bills are HB2134 HD#2 and SB 2146 SD#1. HNA member- and officer- lobbying has been effective in countering the one-sided lobbying from the Center for Nursing, Management Council and other managerial entities but there's

a long way to go and continued effort and vigilance is certainly needed.

### Battle over Sunset Clause

Days before the legislative session's first Crossover deadline (March 6th) when bills passed by one side of the Legislature cross over from the House to the Senate

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# HNA's Luanne Long on UAN RN Political Action Committee

HNA President Luanne Long, RN, has been appointed by the UAN Executive Committee to a two year term on UAN's new RN Political Action Committee (UAN RN PAC). President Long was informed of the appointment in a phone call from UAN President, Ann Converso, RN.

The UAN Executive Committee chose Hawai'i's Long by unanimous vote as one of the first two appointees to the important PAC Committee. There will be at least four additional committee members named to guide the nation's largest Nurses' union's efforts in finding and helping elect to pub-

lic office candidates who hear the voice of Nurses and put the needs of Nurses and their patients at the top of their agendas in public office.

It is clearly an enormous honor for Hawai'i to have HNA's President as a founding Member of the new Political Action Committee and HNA's Vice President, Joan Craft, RN, as the Vice President of the nation's largest Nurses' union.

The HNA ACTION will have more on this important Committee as President Long and the other Committee members build it into a force to be listened to in the political activities of our nation.



## HNA CALENDAR

### Monthly Meetings

**1st Friday:** Collective Bargaining Committee meets at 4:00 pm.

**2nd Friday:** Executive Committee meets at 6:00 pm.

**2nd Friday:** Finance Committee meets at 4:00 pm.

**3rd Saturday of each month:** HNA's Board of Directors meets at 10:00 am.

**There will not be a Board meeting in March**

**March 9 - 10, 2008:** UAN National Labor Assembly

**May 10, 2008:** Filipino Nurses' Organization of Hawai'i holds its 35th Annual Recognition Banquet at the Hilton Hawaiian Village Resort and Spa Coral Ballroom.

All committees meet at HNA, 677 Ala Moana Blvd., Suite 301, Honolulu. Times are subject to change, so please phone HNA before planning to attend a meeting.

## HNA ACTION

### HNA OFFICERS

Luanne Long, RN – President  
Joan Craft, RN – Vice-President  
Robin Tanner, RN – Secretary  
Wilmalee Kimble, RN – Treasurer

### EDITORIAL BOARD

Luanne Long, RN – HNA President  
Joan Craft, RN – HNA Vice President  
Robin Tanner, RN – HNA Secretary  
Claudine Tomasa, RN – ANA HOD  
Hector Ramos – Interim Executive Director  
Barry Abel – Editor  
Designed by Glenn McHugh

### HNA MAJOR COMMITTEE CHAIRPERSONS

#### Executive Committee:

Luanne Long, RN, HNA President

#### Finance Committee:

Wilmalee Kimble, RN, HNA Treasurer

#### Collective Bargaining Committee:

Joan Craft, RN, HNA Vice President

#### Nominations Committee:

Sheri Kearns, RN

#### Continuing Education:

Faith Rossman, RN

#### Communications:

Vacancy

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Single copy cost: 35¢

# Legislative Update

Continued from page 1

and vice-versa, the Center for Nursing's original bill has been significantly changed twice in the House and once in the Senate.

**Testimonies submitted by HNA members persuaded legislators in both houses to not eliminate the sunset clause of 2009 as proposed by The Center for Nursing. Members on the Higher Education (HED) Committee amended HB2134 to a five year extension (HD2134 HD#1). This was followed by the Health Committee's decision to amend HD2134 HD#1 till 2010 – a one year extension (HB 2134 HD#2).**

The same action occurred in the Senate's joint Health AND Commerce, Consumer Protection and Affordable House Committee hearing in which SB 2146 was amended to reflect extending the sunset clause until 2014 (a five year extension) – SB 2134 SD#1.

The sunset clause in the original legislation called for an end to the special \$40 tax charged to Nurses

when renewing their licenses. The tax was to end in 2009. The Center for Nursing, however, has pushed for legislation amending that by eliminating the sunset clause, thereby causing this special tax on Nurses to continue indefinitely. HNA is actively opposing such a change.

## Attending Every Hearing

Both bills have been referred to their respective final committees for hearings prior to the First Crossover. HB2134 HD#2 has been referred to the Finance Committee and SB2146 SD#1 has been referred to the Ways and Means Committee.

The Executive Committee is working hard to attend every hearing – which often means adjusting their work schedules and bearing many inconveniences – just to assure that your voice is heard by the Legislators and by the Healthcare Industry as well. President Luanne Long, Vice President Joan Craft, Secretary Robin Tanner, and Treasurer Wilma Kimble are often faced with hard

questions from undereducated/misinformed legislators during the hearings. Nevertheless, they have fielded questions and have articulated your concerns well.

## Your Participation is Needed

It is important for Nurses to continue monitoring these bills and to actively participate in the legislative process by attending hearings and submitting testimonies through the months of March and April. Legislators need to be educated as to why Hawai'i's Professional Nurses - caring for patients at the bedside - have taken this position and the real history behind the formation of the Center for Nursing.

This is part of a process that we must develop in order to build a strong VOICE THAT MAKES A DIFFERENCE in Hawai'i's Government. You too can help. Be an ACTIVIST in the Governmental Affairs Committee. Call Luanne Long or Joan Craft at HNA – 531-1628.

## National Nurses Week (NNW) 2008 Celebrates Nurses Making A Difference Every Day

The American Nurses Association (ANA) has announced the theme of National Nurses Week 2008, "Nurses: Making a Difference Every Day." National Nurses Week is celebrated annually from May 6, also known as National Nurses Day, through May 12, the birthday of Florence Nightingale, the founder of modern nursing.

"This year's theme embodies what it means to be a registered Nurse every day," said ANA President Rebecca M. Patton, MSN, RN, CNOR. "Today's Nurses make the ultimate sacrifice on a daily basis to provide expert care during times of disaster and crisis; we want to honor the men and

women who not only chose this challenging and rewarding career, but make a difference in the lives of their patients and in the nursing community."

During National Nurses Week, ANA reaffirms its commitment to improve the quality of health care and the working conditions of Nurses. The growing shortage of RNs poses a real threat to the nation's health care system and the public's health, and ANA is dedicated to fighting for a workplace environment that will encourage current nurses to continue in their careers, and inspire young men and women to consider nursing as a profession.

Annually, National Nurses Week focuses on highlighting the diverse ways in which registered nurses are working to improve health care. From bedside nursing in hospitals and long-term care facilities to the halls of research institutions, state legislatures, and Congress, the depth and breadth of the nursing profession is meeting the expanding health care needs of American society.

For more information on National Nurses Week, go to:

[http://www.nursingworld.org/  
FunctionalMenuCategories/  
MediaResources/  
NationalNursesWeek.aspx](http://www.nursingworld.org/FunctionalMenuCategories/MediaResources/NationalNursesWeek.aspx)

# Don't Let Management Turn Nurse Against Nurse

It is part of a Nurse's duty to look out for the welfare of our patients. Sometimes this means reporting on bad or dangerous practices in the facility, including some by our fellow Nurses. HOWEVER, a number of managements in our Hawai'i facilities have taken to abusing this responsibility and substituting an organized effort to get Nurses to badmouth other Nurses as part of the facility's managerial efforts.

Let's make this clear: you DO have a responsibility to report actions that actually endanger patients. But you do NOT have any responsibility to tell stories about other Nurses to management if they don't do everything exactly as you would or if they aren't as friendly and out-going as you wish they would be.

## **Actions to take**

If you observe behaviors by other Nurses that you believe should be changed, first talk with the Nurse in question about it. If we create an atmosphere in which we emphasize helping and supporting one another, then efforts to help us all improve our practice will be an important and appreciated element in improving our practice and our careers. If that doesn't work, talk with

your HNA Steward about what to do. It could be there are other factors affecting that Nurse of which you aren't aware. Bad times in our personal lives may indeed affect how we react with others. A positive word, a little support, at the right time can make a huge difference in how a person feels, acts, and does her or his work.

Managements in our state have been known to hold meetings with RNs to solicit complaints about charge Nurses or others. This is a misuse of managerial prerogative. It is our job to watch over our patients' health and safety, not to have management try to trick us into helping develop a hostile, negative, everyone-spies-on-everyone-else culture in our workplace.

## **Solidarity**

Solidarity matters. At your workplace, YOU are the union, you and your co-workers. HNA is there to help. Talk with your HNA Steward. Call your LRS. Call the HNA office if you need help or support with anything. But reject efforts by management to turn you into telling tales on your co-workers and spying for management. That's not in any way, shape or form part of the job of Nursing.

# We Get Letters

## **About the Center for Nursing**

We are faced with a nursing shortage in the near future. Nurses are retiring and leaving direct care nursing because it is physically and emotionally damaging. There is a great challenge ahead to replace these bedside Nurses.

The Center for Nursing in Hawai'i was charged with the task of researching a plan to alleviate the present and upcoming shortage. The legislature in Hawai'i placed an additional fee every other year on the base rate for nursing licenses (including LPN licenses) to fund the Center for their task.

Well, the Center for Nursing has come up with their conclusion to alleviate the nursing shortage. They developed and have implemented a course of study at UH. It is a course to grant an MSN to those persons with undergraduate degrees in non-nursing areas. This MSN program will turn out nurse administrators, educators and researchers, not direct care Nurses.

This is an absurd concept. What nursing really does not need is more administrators and nurse managers. A person who is managing Nurses and educating Nurses must have a nursing background. It is very frustrating for direct care Nurses to have someone establishing policies for them to work by when that person or persons have no concept or working knowledge of nursing "work".

While UH is churning out more non-Nurse nursing administrators, the nursing shortage at the bedside will continue to grow. No practical solutions regarding the real nursing problem have been suggested.

The funding for the Center expires this year. That major funding comes from direct care nurses. If the needs of these Nurses are being ignored by the Center, then the funding must cease. Nurses should lobby their legislators to vote against continuing financial support of the Center. Nurses pay taxes; Nurses vote. If we use that power to speak up for ourselves on this issue, the funding for the Center will end.

Elayne Schwartz, RN

## **OVERTIME MUST BE PAID**

# **Take Action to Deal with Overtime Abuse**

An issue we've addressed before is popping up again. The law is on your side in dealing with management abuse of overtime; you just have to know how to deal with it.

This is an issue HNA addresses in its HNA Stewards' training program, but you should be aware of what is going on and what your rights are in such a situation.

If management attempts to pressure you into staying late to do your charting "off the clock," that is not only taking advantage of you, it's actually against the law. It is a violation of the Fair Labor Standards Act (FLSA) and puts you – the employee – at risk as well.

HNA and UAN Vice President, Joan Craft, RN, reminds everyone that "Charting is patient care. If your manager or anyone asks you to work 'off the clock,' get it in writing and communicate with HNA as soon as possible. Always sign in for the entire time you are working."

### **What the Law Says**

As we have reported to you before (September 2005 HNA ACTION), the Fair Labor Standards Act (FLSA) and its Hawai'i equivalent govern the minimum wage and overtime standards of pay. The FLSA requires time-and-a-half for hours over forty worked. This requires tracking and payment of all time worked in order to properly monitor when overtime is to be paid. The risk the employer runs is the threat of a lawsuit from an employee, or group of employees who were

not paid appropriately. A decision against the employer can include a fine (up to \$10,000 per violation), payment of back pay, and appropriate legal fees.

### **But there are Risks to the Employee, too...**

But there are also risks for employees. An employee working off the clock runs the risk of being excluded from any Workers Compensation benefits. It also opens you to liability for your actions. If a mistake or accident happens while you are working off the clock, there is a real chance that the employer could attempt to claim that you were not supposed to be where you were, doing what you were doing. They could try to say you were not working under their authority and that your actions were for yourself, not the employer.

### **This leaves you open to lawsuits personally, and without certain insurance protection.**

Of course HNA will defend you, but working off the clock is something you just shouldn't do. That's why HNA is telling you that if you are directed to work off the clock, for any reason, ask for the direction in writing – just tell the manager that that is what your union has instructed you to do in this situation, to verify that the directive is officially coming from your employer. Do not refuse a direct order from management, but get the order in writing, comply with it, and make sure you contact HNA as soon as possible afterwards.

Be aware. Don't let anyone put you in the position of doing legitimate work "off the clock." If the work is part of your job, it should be paid. That's the law.

# **WARNING**

## **About False Telephone Solicitation**

Someone has been placing calls pretending to be soliciting money supposedly on behalf of HNA. This is a scam. Please be aware that HNA does NOT solicit funds via telephone solicitation methods. HNA is a union working for Nurses and financed by the dues that Nurses contribute. That's the whole purpose of the current dues adjustment vote. HNA's finances need to be placed on a more stable footing so an adjustment, for the first time in 15 years, is being sought. That dues adjustment has to be voted on by the members. HNA has not authorized anyone to call anyone else seeking contributions.

If you get such a call, just hang up the phone. It is NOT coming from HNA. Any money you send will NOT go to HNA or to any cause supported by HNA. This is a scam being perpetrated by criminals hoping to take advantage of caring people – Hawai'i Nurses. Don't be fooled.

# Questions & Answers re: The Kaiser Partnership

## Information for Hawai'i Nurses from the Kaiser Partnership

*The Kaiser Partnership (CKPU) has put together a selection of the most common questions and answers they have received about the Partnership and CKPU. The HNA ACTION is pleased to provide you with these questions and answers on this important subject. The information is of direct and immediate importance to all HNA members at Kaiser. It is also of interest to every member as this is a bold collaborative experiment being undertaken by Kaiser and the unions of members who are employed by Kaiser all across the country. It is an effort to try to achieve cooperation rather than confrontation and to do things right in dealing with the challenges that face the healthcare industry today. Please visit:*

<http://www.Impartnership.org> for more information.

## What is CKPU?

CKPU is the Coalition of Kaiser Permanent Unions. Kaiser Permanente and the Coalition of Kaiser Permanente Unions, AFL-CIO, forged a Labor Management Partnership Agreement in 1997. The agreement was ratified by overwhelming majorities of each of the 26 local unions then in the union coalition.

The agreement followed more than a decade of pitched battles – including a series of strikes and jobs actions – which left both unions and management agreeing on the need to radically change our relationship. Rather than respond to aggressive competition from non-union, for-

profit HMOs by fighting each other, we decided to join together. We envisioned an organizational transformation that would support our common goals. We knew our future success would depend on our ability to create workplaces that would encourage union members' full participation.

Today CKPU represents 39 Unions and over 90,000 members.

## What does a Partnership between HNA and Management mean?

To succeed in today's challenging health care environment, we are creating a high performance organization. Together, union, management, and physician leaders have identified Labor Management Partnership as our operating strategy for high performance. We are making Kaiser Permanente the best place to receive care, and the best place to work.

Because each employee is an expert in her or his job, the key to high performance is to fully engage union members and leaders in identifying and solving problems, creating business plans, and redesigning work processes. Making the transition to Partnership means fundamentally changing the way we work, by giving the people who do the work a real voice in how it gets done.

Our Labor Management Partnership is the largest and most complex health care partnership in the United States, with the largest number of unions, operating units, and employees. It is nationwide and covers the greatest diversity of job classifications and skills.

## What gains have been made by the Partnership?

At Kaiser Permanente, unions and union members are included in all stages of decision making. What's more, many frontline managers say joint decision making leads to better determinations, less stress for them and improved morale in their departments.

- Reducing workplace injuries by more than 20 percent
- Raising patient satisfaction scores
- Reducing cost structure
- Accelerating service
- Reducing costly staff turnover
- Improving job satisfaction
- Designing more efficient operations and facilities
- Improving performance on a wide range of service and financial indicators

## Will my dues increase/how much will this cost me?

There is no dues increase as a result of HNA joining CKPU. An amount equal to nine cents per hour per employee will be contributed to the Partnership trust by UAN United American Nurses, AFL-CIO. The purpose of the employee contribution is employee ownership of the Partnership, sponsorship of increased union capacity and shared ownership of outcomes and performance gains.

## Will I lose benefits or my HNA contract as a result of the National Agreement?

No, you will not lose benefits and your local agreement will still

**Continued on next page.**

exist. The National Agreement will complement your current agreement not take its place.

### **I missed the educational meeting at my hospital/clinic, what now?**

The educational meetings will continue through the month of June. If you missed the first meeting don't worry others will follow. If you would like to schedule a meeting for you and your coworkers or a one-on one email Tanya Wallace at twallace.ckpu@gmail.com and we will make arrangements.

### **Isn't Partnership in conflict with traditional Union values?**

Kaiser Permanente and the union coalition have a common history and social mission. In the 1940s, our organization and the labor movement made history by changing the face of health care. Kaiser Permanente was actually built with help from the unions, dedicated to providing – for the first time in American history – affordable, quality health care for 30,000 workers building World War II ships in Richmond. In fact, KP was once so closely identified with unions and working people that during the 1950s, most large employers (as well as the American Medical Association) were openly hostile to the organization, and Kaiser Permanente relied on unions to provide almost all of its health plan members. By 1997, we knew it was time to return to our roots of working together, with a new competitive strategy.

### **How can I get a copy of the National Agreement?**

There are 3 ways you can get your copy: 1. Attend an educational meeting at your clinic or hospital 2. Stop by the HNA office and pick up a copy or 3. Go online and download at: <http://www.IMPARTNERSHIP.ORG/contracts/index.html>

# **HNA Actions**

## **Brief reports on HNA Actions**

### **New Board of Directors Installed**

- The oath of office was administered by President Long on January 19, 2008 and now HNA is run by a full Board comprised of 26 Members. The Board Members participated in a class on parliamentary procedure that was given on February 9th after the advanced Shop Stewards class.

### **Problems at HMC-E and HMC-W**

- 31 RNs have resigned from HMC-E & HMC-W during the period from September 1, 2007 to January 31, 2008. RNs are starting to talk with their feet about the working conditions at these two facilities. Management's decisions regarding eliminating Nurses Aides, cutting back on unit Clerks and PSA's, and going to a "nursing mode" without reducing patient to Nurse ratios has impacted heavily on many Nurses' confidence that they can truly deliver high quality patient care to their patients. HNA has consistently tried to address this situation but most of the solutions we have sought and suggested have been rebuffed by management. Therefore, the union is now seeking RNs as witnesses in legal proceedings regarding these changes in working conditions. If you can contribute any information, please call HNA LRS's Randy Perez or Bruce Hom at 531-1628 as soon as possible.

### **HNA Wins Grievances re: Incorrect Classifications**

- HNA has won several grievances regarding management's incorrect classification of time off with pay. It is imperative that, as members, you are aware of your accrued sick-time, vacation, PTO, the differences in paid time off and time off without pay. You should constantly check that these accounts are being attributed/deducted correctly because managements ARE making mistakes and costing Nurses benefits they have earned. HNA can help correct the mistakes, but your vigilance can prevent the errors from happening in the first place.

### **I have heard that the National Agreement has a Taft Hartley Trust that means bad news for our retirement is that true?**

The National Agreement does have a Taft Hartley Trust but its purpose is to support Workforce Development the trust offers career development/upgrade training programs and services for members. Employees represented by Coalition unions are covered by the defined benefit retirement plans. (See page 90-95 of the National Agreement)

## **Negotiations Surveys on Website**

Please remember to go to the website and fill in a negotiating survey well in advance of your contract negotiations. Do it NOW for Big 5 negotiations later this year. There are already surveys getting filled out and submitted. More of us need to do that! Also, see your HNA Steward or LRS to join the Nurse Negotiating Committee at your worksite. Mahalo.

# **HAWAI'I NURSES ASSOCIATION ACTION**

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## **Sole Funding Source**

**HNA's Board of Directors poses this question to the membership:**

***Did you know that you are the sole funding source of the Center for Nursing?***

Please let us know if you were aware of this. Call HNA at 531-1628 from O'ahu or 1-800-486-8550 from the Neighbor Islands and let us know if you were aware of this. Mahalo.

## **Volunteers Needed**

The Family Court of the First Judicial Circuit has requested HNA's assistance with printing a public service announcement in our newsletter for their volunteer organization. They are recruiting Volunteer Guardians Ad Litem for abuse and neglect cases in family court. These volunteers assist families and can make all the difference in the world to families on Oahu.

As a Volunteer Guardian Ad Litem, you will be a powerful voice in a child's life. You will advocate for the child's best interest by submitting written recommendations and attending court hearings.

There is training involved towards becoming a Volunteer Guardian Ad Litem. The training sessions are five consecutive Saturdays beginning April 19 - May 17, 2008.

If you are interested, contact Rob Brede at: 538-5930.

**Volunteer today and make a difference that lasts a lifetime!**