

Speak Out Now in Healthcare

A workplace newsletter for Highland and Kaiser workers

November 13th, 2024

E-Learning Modules Are Paid Hours!

For most healthcare workers, every time we log into our e-learning portal there is a new mandatory lesson to complete. From workplace violence prevention to hazardous material safety, the list of e-learnings can seem endless. Expecting us to complete these modules at work while simultaneously providing patient care is not realistic. It is also unfair to our patients for us to be distracted by e-learnings while we should be focused on their care. You have the right to complete these e-learnings at home, and to be compensated for these hours!

Management tries to find ways not to pay staff for their work, but don't be tempted to give away your time for free. These hours add up, and you deserve to be paid for all the time you work. Claim your hours, check your pay stub, and make sure you are being compensated for all your time worked, whether at the bedside or doing your e-learnings.

KP People Pulse & Elections: How Do Things Change?

KP People Pulse took place last month and the results are being gathered. In certain ways, People Pulse is like the election we just went through - it is framed as an opportunity to give feedback to the people who are supposed to be our so-called leaders. Many of us have gone through the People Pulse process before, and probably have our opinions on if it really ever leads to major change. If anything, maybe it can impact a manager's behavior here and there.

Many of us have also gone through elections before where politicians promise big change. But the same issues persist. It makes you wonder, is it giving feedback and hoping that will make the difference? Or do we improve our workplaces and society when people come together, discuss the issues they face, and figure out collectively how to put pressure on those in charge to make change?

**Upcoming Discussion:
Their Elections are Over,
Our Future Is Up to Us**

Henry Ramsey Jr. Center
2939 Ellis Street, Berkeley



Sunday November 17th @ 4 pm

Punishing Poverty Isn't the Solution

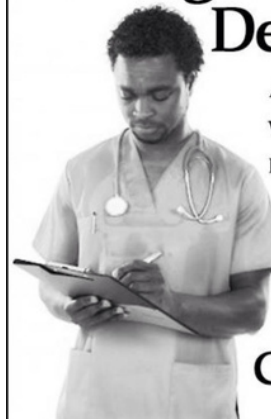
California Prop. 36 recently passed, 69% to 30% (some votes are still being counted). The measure increases penalties for certain drug and theft crimes, including longer prison sentences. The strong support for Prop. 36 reflects just how frustrated people are with the devastating impact of drugs on our lives and the fear of theft in our already plundered communities. But will locking people up for longer really solve these problems?

Drug and theft charges are often called "crimes of poverty," with theft frequently being a last resort driven by limited job opportunities and a lack of stable access to basic resources. Kids grow up dreaming of becoming astronauts or firefighters - not turning to so-called crime or joining drug rings. But when opportunities are scarce, survival can force people into choices they'd never planned for, like stealing just to get by. And who hasn't drank or used other drugs to escape life stressors at some point? Now imagine you're unemployed and unhoused - the stress must be overwhelming! What people need is support, not a cycle of punishment.

For those with a criminal record - often from minor theft or drug offenses - poverty can become an inescapable cycle. A criminal record restricts access to employment, forcing people toward survival strategies like theft. Drugs often become a coping mechanism for the hardships of this reality.

What we need isn't more prisons but more resources and opportunities in our communities. We can't warehouse the poor in prisons and expect this to solve the underlying issues; real solutions require investing in people, not punishing them.

Feeling Sad and Depressed?



Are you anxious?
Worried about the future?
Feeling isolated and alone?

You might
be suffering
from
CAPITALISM

Symptoms may include: homelessness, unemployment, poverty, hunger, feelings of powerlessness, fear, apathy, boredom, cultural decay, loss of identity, extreme self-consciousness, loss of free speech, incarceration, suicidal or revolutionary thoughts, death.



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