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2007 INTERNATIONAL DRAGONBOAT FESTIVAL

KPSF Dragon Healers: A boatful of diversity



Photo by Joyce Benna

We like to celebrate our diversity at the medical center whenever we are given the opportunity. The Kaiser Permanente San Francisco Dragon Healers, our own award-winning dragon boat team, takes our message of diversity beyond the walls of

the medical center and out into a boat—a yellow and green dragon boat, to be specific. “We have a wide range of ages, backgrounds, ethnicities, and professions in our boat. The Dragon Healers are made up of doctors, construction workers, and everyone in between. We are 20 people who

have come together from all different backgrounds for a common purpose and a shared vision, all moving the boat forward to the finish line,” said **Kathy Pollonais-Britt, MSW**, Coordination of Care Services, and team captain. Beginning with a group of local enthusiasts, organizers at

the medical center formed the team three years ago to sponsor an event that would bring focus to the sport and healthy living activities. “We’ve improved every year and we’re a very committed group of paddlers,” said Britt. The team now boasts 50 members with two crews *continued on page 8*

EMPLOYEE DISCOUNT

Share and share alike: City CarShare comes to KPSF

What if you could save money, improve your health and the environment, and still get your errands done? At the SF medical center we’re always looking for ways to improve your daily work experience, and, quite frankly, we think we’ve hit upon a winner.

“I was at a Metropolitan Transportation Commission meeting and there was a

representative from a car sharing company giving a presentation, and something just clicked,” said **George Franklin**, coordinator, Transportation Systems Management. “I thought this would be a great benefit to the medical center and really help us get people using alternative means of transportation,” he added.

After investigating various car sharing options and companies, Franklin decided

to contract with City CarShare, a Bay Area non-profit organization. City CarShare (CCS) has provided convenient, affordable access to cars since 2001 in order to reduce individual car ownership, improve the environment, and enhance the quality of life in our cities. “By partnering with City CarShare, Kaiser Permanente is expanding the lifestyle choices of its employees and helping them to save money. We’re thrilled to align our common goals and values with such a progressive health care organization,” said **Anita Daley**, director, Membership Development and Outreach for City CarShare.

Since the end of June the medical center has had two “pods” (parking spaces) one at 2190 O’Farrell St. (member garage), which is home to a Toyota Prius, and the other, a Toyota Corolla, on Sixth Avenue at the French Campus. “The program we offer is really unique and beneficial to our employees. City CarShare is waiving many of the fees you would normally pay as a regular member,” said **Andy Briggs**, manager, Employee Wellness and Recognition.

City CarShare and KPSF have created an *continued on page 8*



Sick leave— will it be there when you need it?



It's still a few months before winter sets in and flu season starts, but some Labor Management Partnership (LMP) employees have already used all of their sick leave.

According to the LMP Dashboard, by the end of June, 17 percent of LMP employees had used all their sick leave and a total of 42 percent had used one-half or more of their sick leave.

"Unfortunately, there are some people who use their sick leave to take a day off, not when they're sick," said **Ann Nicholson**, attendance leader, NCAL Office of Labor Management Partnership. "Having sick leave is intended to be like an insurance policy to provide income protection in the event of illness or injury. We want to make sure that their sick leave will be there when they really need of."

In an effort to change the way workers think about and use their sick leave, the NCAL Office of LMP is launching a far-reaching attendance campaign this month with the release of the nine-minute video, "Being Here."

"Being Here" features testimonials from employees, management, and labor leaders from Northern California and puts a face to absenteeism at Kaiser Permanente. In an honest, forthright way, the video shows the dramatic impact of inappropriate sick leave use on coworkers, the organization, and, most importantly, the members.

"Being Here" is part of an energetic campaign that began in July at an attendance conference where LMP Council and Attendance co-leads were trained to support their local managers and stewards. Attendees from KPSF included **Karen Queally, PT, MS**, assistant medical group administrator, **Paul Gilman**, director, Environmental Services, **Rachel Kaufman**, project manager, Human Resources, and several others.

"The video is really going to help departments in their efforts to improve attendance. We want to provide excellent service and care to our members, and we need to have everyone at work as much as possible in order to do that. Learning and following the policy is for our own good as well, so we can use sick time when we really need it," said Queally.

Watch for monthly activities in departments that will include use of real-life scenarios and brief educational quizzes. ■

KPAAPA Banquet

At the 2007 KPAAPA Banquet, **Gina Gregory-Burns, MD**, received the "Ella Mae Simmons Leadership Award," in honor of KPSF's first African-American physician. Dr. Burns, chief of diversity, was joined by KPAAPA President **P.G. Ballard**, **Mark Gaines**, manager, KPSF Diversity Program, and others. ■



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KPSF Dragon Healers: A boatful of diversity

that practice twice a week (Wednesday night and Saturday morning) at Lake Merced.

Team members enjoy the camaraderie while paddling and the socializing during practices and meets. "What I like about our team is the mix of people, men and women of all different ages, some who work at the medical center and some who come from around the Bay Area," said **Josephine Shew Chang, MA**, child life specialist, Pediatrics, who signed up for the team three seasons ago.

Lawrence Pang, who lives and works as a math teacher in the East Bay, joined when his cousin, a KP employee, recruited him for the team. He now makes the twice weekly commute for practices and recently joined members of the team in Vancouver for a meet. "I'm a pretty shy person, so sitting in a boat with 20 other people was never something I thought I would enjoy, but now I can't imagine not being in that boat paddling with the team," said Pang.

The Dragon Healers paddle for physical fitness and to win, but part of their mission is to give back to the dragon boat community by volunteering at

traces and mentoring the youth dragon boat team at Washington High School. "We have strict guidelines for the paddlers about contributing their time. At the core of our philosophy is making the sport a model of diversity, commitment to teamwork, and community outreach," said Britt.

Recruiting members for the Dragon Healers is a year-long process that team captains and members engage in throughout the Bay Area. KP employees, physicians, friends, and family members are all encouraged to join and take part in the men's, women's, and co-ed crews. For more information about the Dragon Healers, contact Kathy Pollonais-Britt at Kathleen.Britt@kp.org.

Come and cheer your Dragon Healers to the finish line at this year's Kaiser Permanente San Francisco International Dragon Boat Festival on Treasure Island on Sept. 22 and 23, when they compete against dozens of teams from around North America. This year marks the thirteenth year of the festival, and will include over 100 dragon boat teams and 2,500 paddlers racing the 500-meter course. ■

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Share and share alike: City CarShare comes to KPSF

easy-to-follow registration process that answers important questions and gets you ready for the driver's seat. If you sign up before Oct. 31, 2007, City CarShare will waive your annual fee for the first year. So if your membership starts Sept. 5, 2007, you won't have to pay the \$50 fee until Sept. 5, 2008. Once you've registered, you will have access to all City CarShare vehicles, not just the two on site. Currently, CCS has over 100 locations and over 200 vehicles throughout the Bay Area.

The KPSF plan is heavily discounted as compared to the

standard plan: No application fee (normally \$30/person); no monthly fee (currently \$10/month); and no deposit (currently \$300). For employees and physicians who sign up before Oct. 31, the combined savings is \$150 in fees plus no deposit. The driving rate is currently a nominal \$4/hour and \$0.44/mile, with all gas, maintenance, insurance (up to \$1 million/incident), end-of-trip parking and cleaning included.

There are already several satisfied customers at the medical center, including **Jeffrey L. Rose**, manager, KP HealthConnect Site Support. "I've been a City

CarShare member for five years, and they're tops in my book. I always find the car clean and in good repair. I haven't owned a car for 12 years now, and with City CarShare, I enjoy all the convenience of driving without the huge expense, repair bills, parking tickets, and the hundred other hassles of car ownership," Rose said.

To reserve one of our two campus vehicles or any of City CarShare's 200 cars, go to www.citycarshare.org/kp and fill out the registration form specifically designed for KPSF employees. ■

October is Domestic Violence Month

Attend the 2007 KPSF Domestic Violence event which takes place on Monday, Oct. 1 on the Lobby Level of 2238 Geary Blvd. from 12:30 to 2 p.m. Community agencies that provide support to women and children in San Francisco will be on hand to provide information, bracelets, pins, and other giveaways. ■