

## Terilyn “Teri” Carvalho Luke, BSN, RN

**President, Hawaii Nurses and Healthcare Professionals (HNHP)** *Dedicated Nurse Leader | Labor Advocate | Performance Improvement Expert*

### Professional Profile

Results-driven Registered Nurse and Union Leader with 30+ years of experience in inpatient and outpatient settings. Proven track record of bridging the gap between frontline clinical realities and high-level organizational policy. Expert in labor-management partnerships, contract negotiations, and workforce development, committed to ensuring the "Voice of the Member" is integral to the future of healthcare in Hawai'i.

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### Union Leadership & Labor Advocacy

**Hawaii Nurses and Healthcare Professionals (HNHP) | 2019 – Present President** (Formerly Interim President and 1st Vice President)

- **Executive Leadership:** Elected to lead the union representing Kaiser RNs and RTs. Managed the transition from an interim board to a stable, duly elected leadership structure.
- **Organizational Growth:** Built a team of experienced Labor Relations Consultants (LRCs) and established a dedicated membership department for efficient dues processing and operations.
- **Advocacy & Transparency:** Increased communication through newsletters and virtual meetings, ensuring members are informed of their rights and the union's independent actions.
- **Contract Negotiation:** Served as a local bargaining negotiator for Hospital/Clinic and RT Collective Bargaining Agreements (CBAs).

**Kaiser Permanente / Labor Management Partnership (LMP) | 2005 – Present Chief Steward / Contract Specialist / Labor Sponsor**

- **Strategic Partnership:** Original 2008 team member that fought for inclusion in LMP Unions, negotiating National Agreement benefits for frontline staff.
  - **Training & Education:** Served as an LMP Master Trainer (2015–2019), educating staff on Interest-Based Problem Solving (IBPS), Business Literacy, and Corrective Action.
  - **Regional Leadership:** Current member of the Alliance Executive Board and Steering Committee (2021–Present).
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## Clinical Nursing Experience

### Kaiser Permanente | 1992 – Present Registered Nurse

- **Ambulatory & Surgical Services:** Extensive experience in Same Day Services (SDS) and Recovery (ASR), including roles as Circulating and Scrub nurse, and Pre/Post Sedation Recovery.
  - **Clinical Leadership:** Served as Charge RN for the Kailua Clinic, managing Advice and Treatment nursing.
  - **Inpatient Care:** 13 years of day/night shift experience at the Moanalua Medical Center (MOA) across Ortho and Med-Surg units.
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## Education & Professional Development

- **Bachelor of Science in Nursing (BSN):** University of Hawai'i at Mānoa
  - **Associate of Science in Nursing (ASN):** University of Hawai'i at Mānoa
  - **Performance Improvement Advisor (IA):** KP Improvement Institute (2017)
  - **Labor Leadership Training:** United American Nurses (UAN) Labor Leader's Institute, Chicago; Center for Labor Education & Research (CLEAR) – UH West Oahu.
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## Committees & Achievements

- **Hawaii Center for Nursing:** Previous Labor Partner on the Education & Nursing Shortage Committee.
- **National Bargaining:** Member of the Common Issues Committee (CIC) for Kaiser National Bargaining (2015–2021).
- **Community Action:** Organized the Safe Staffing Campaign and Candlelight Vigils to highlight frontline needs.
- **Innovation:** LEAN (Six Sigma) Emergency Department Throughput project member.