

We are uniting across Kaiser to improve our jobs and our voice in our patients' care

Because we are united in SEIU Healthcare 1199NW and we have a strong voice for great patient care, we are coming to the table locally and national with Kaiser Permanente to win improvements and fight for even better care. Kaiser's track record of partnering with frontline staff through the nationally-renowned Labor-Management Partnership is central to why we actively supported Kaiser acquiring Group Health. Now, we are uniting to bring that track record to Washington by joining the Labor-Management Partnership.

We've made some important progress toward joining the Labor-Management Partnership. However, the Kaiser Administration is putting up new barriers to us joining fully in the Labor-Management Partnership by not reaching an agreement with us on key remaining standards. Furthermore, Kaiser management has unacceptably delayed the start of the national bargaining for a new national agreement.

We need to remain united until we are fully integrated in the Partnership and National Agreement. We're taking steps locally and nationally to show our union. We're taking action:

We're signing onto our unity petition.

We're ready to participate in national bargaining, joining with 80,000 Kaiser workers across the country to advocate for what we need here in Washington and bargain further improvements to the National Agreement. While a minority of unions have left the coalition of unions, we remain fully committed to our mission of entering the Labor-Management Partnership and bringing the National Agreement to Washington.

We're calling on the Kaiser Administration locally to work with us in finalizing our inclusion into the National Agreement and nationally to come to the table with the Coalition of Kaiser Permanente Unions at National Bargaining this year. Stay tuned for updates.



**Kevin Carter, Custodian,
Tacoma Specialty Center**

"We need to stay organized, stay together, and stay informed. Kaiser needs to come back to the table and bargain with us in good faith. We're here to talk, we're here to bargain, and we aren't going away."



**Denice Bischofberger, RN,
Outpatient Surgery, Capitol Hill**

"There are over 80,000 union members united at Kaiser Permanente calling on management to come to the table and bargain the National Agreement. Management made an agreement with us to bargain and they need to follow through. We're ready to bargain and have Washington be included in the Labor Management Partnership and National Agreement."

Bringing the National Agreement of the Labor-Management Partnership here to Washington

Areas where the Kaiser Administration is falling short:

Joint staffing planning and commitment to backfill: We need an upfront voice in staffing decisions on the unit level and a proactive way to plan for and have the staff to cover our co-workers' absences.

Retiree medical benefits: We need to join frontline staff at all of the other regions of Kaiser who have retiree medical benefits.

Access to a defined benefit pension: We need to re-open our defined benefit pension, so we, like workers at all other Kaiser regions, have the option of a defined benefit or defined contribution retirement plan.

No subcontracting: We need a full commitment not to subcontract our work.



UNIT-BASED TEAMS—collaborative labor-management groups who make improvements in every unit

Joint commitment to high organizational **PERFORMANCE AND SERVICE QUALITY**

Transition to a progressive, non-punitive, standardized **APPROACH TO CORRECTIVE ACTION**

Partnership on **IDENTIFYING COMMUNITY ENGAGEMENT OPPORTUNITIES**

INCREASED CONTINUING EDUCATION BENEFITS—up to \$3,000 per person

NO MANDATORY OVERTIME IN ANY JOB

NO LOW CENSUS CANCELLATION OF ANY SHIFTS in the inpatient hospital unit

INPUT FROM FRONTLINE STAFF in scope of practice decisions

National strategy on **WORKPLACE VIOLENCE PREVENTION**

Renewed **SAFETY COMMITTEES**

Integrated **DISABILITY MANAGEMENT PROGRAM** prioritizing return-to-work "light duty" for co-workers out on temporary medical leave

Joint work toward the **GROWTH OF KAISER**

Monthly union **DELEGATE PAID TRAINING HOURS**

Employment **INCOME AND SECURITY AGREEMENT** – meaning a year of full pay and retraining opportunity in the event of a layoff

Contract Specialist **EXTENDED UNION LEAVE** positions

NEUTRAL, FAIR PROCESS for non-union groups of co-workers to decide to join our union

Spiritual Care is Union Strong

Hospice Spiritual Counsellors and Bereavement Services Coordinators overwhelmingly ratified their first contract!

We took action together and unified with our union colleagues across Kaiser to enter into the SWEA contract and win on the issues that motivated us to join SEIU Healthcare 1199NW. Together we won:

- Wages that respect our years of service and give full credit for past experience.
- Positions on the SWEA joint committee where workers have a seat at the table and a voice on issues like staffing, workload and approved CEs.
- Protection from unjust discipline and termination and the power to dispute management decisions through the grievance process
- All of the other amazing protections and benefits included in the SWEA contract.



Our SEIU Healthcare 1199NW Spiritual Counselor and Bereavement Coordinator Bargaining Team.

"We are so excited to join our SWEA colleagues. We've learned a lot through this process. We've learned about the importance of supporting one another. We looking forward to working together in the future to make even more improvements."

Isabel Tan and Nanette Waldie, Spiritual Counselors

We're standing up for consistent, reliable patient care in Kitsap Home Health and Hospice!



We're using our union strength to advocate for better staffing and better care. We delivered a petition signed by nurses and Home Health Aides from Kitsap Home Health & Hospice calling on management to address urgent staffing shortages that lead to cancelled patient appointments and to create a workgroup where we will have a voice in addressing issues like workload, communication, and vacation coverage. Our action worked and management has agreed to a process to move us forward in a collaborative way. We are committed to working together to ensure the best care for our patients.

Gwen Thompson, Anne Lunden, Martha Konicek, and Sharon Douwes, Kitsap Home Health and Hospice

We won commitments to keep our Olympia, Tacoma, and Bellevue floor care work in-house

When management violates our contract, it's up to us to take a stand and dispute those violations through collective action and our grievance process. When we realized that management was beginning to outsource our floor care work in Olympia, we took action by signing a petition calling on management to stop subcontracting and we filed a grievance that went all the way to arbitration. Management agreed to a settlement that would bring Olympia floor care work back in-house and provide backfill to cover the remaining custodial work. They also agreed to restrictions on management's ability to subcontract further floor care work in the future. Together, we won—and we need to keep on fighting to stop subcontracting throughout KP.



"We saw a problem, took action, and protected our union work in the Olympia, Tacoma and Bellevue clinics. This is a victory. We need to continue to enforce our contracts and stay united. Some of our work is still being subcontracted at other clinics and our subcontracted management has been a challenge. Any type of outsourcing has a negative effect on the unity we strive for. These small victories only make us a more formidable force in the future and we are committed to addressing the other subcontracting issues again in bargaining next year."

Matt Brown, Custodian, Olympia Clinic

We won improvement for recruitment to the float pool

We are committed to providing the highest quality care to our patients. Our Travel Groups and Specialty Float Pools are an essential part of our team. They help us fill staffing gaps when our colleagues are on vacation or out sick. We know that recruiting new float co-workers is essential to making our float pools work. In April, we reached a new agreement with management that going forward, MAs, LPNs, and RNs in the Travel Groups and Specialty Float Pools will receive their hourly float pay immediately instead of having to wait for 6 months. Whether you're new to a travel group or float pool or have been a float for months, you should now be receiving your float pay. If you're a float and haven't received your float pay, speak to a delegate.

KP must respect our team in Tacoma Ortho

We at the Ortho Department at Tacoma Specialty Center are taking action in our union to address concerns we have with the management of our unit. We know that in order to provide the highest quality care, we need a quality work environment where we can support each other, work as an effective team, and trust that our leadership is invested in our success. This is not the case now. We delivered a petition signed by the majority of our staff and providers calling on Kaiser to meet with us and engage in a process to address our concerns around staffing, excessive floating, violation of our contract, and disrespectful treatment from management. We are ready to work together to make our department the best place to receive orthopedic care in Tacoma!

