

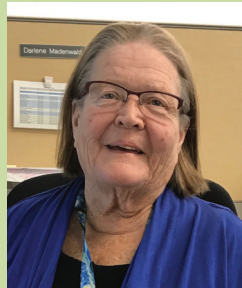


# We told KPWA: We're united for full inclusion in the Labor-Management Partnership

We know that it's not just the remodeling and rebranding—it's we, the people of Kaiser who provide the care—who are absolutely critical to the success of Kaiser's new region here. So it is only right that, just as Kaiser is investing in our Washington facilities, they also invest in our Washington people. That means extending the benefits of the National Agreement to us here.

We are united for the full benefits available to union members in the Coalition of Kaiser Permanente Unions in every other region—retiree medical insurance, access to a defined benefit pension for all, joint work toward safe staffing levels and adequate backfill when co-workers are absent, and robust protection from subcontracting. In a major showing of our unity, a majority of the 2500 SEIU Healthcare 1199NW members across all of Kaiser—from medical assistants to nurse practitioners to physical therapists to social workers, from Kitsap to Olympia to Everett to Spokane—signed on to our petition to President Susan Mullaney and Vice President of Human Resources Kim Sullivan calling on them to remove the barriers to us fully joining the existing National Agreement and accessing these protections. Last week, a group of our elected union Executive Board co-workers and other co-workers at the Renton Administrative campus, together with representatives from our sister union at Kaiser, OPEIU, delivered our petition to KPWA administrators.

We will stay united with our 80,000 fellow union members across Kaiser who are part of the Coalition of Kaiser Permanente Unions to ensure that Kaiser bargains a new National Agreement and brings a full commitment to Labor Management Partnership here to Washington.



"I felt proud as hell delivering our petition. I liked that there were a variety of ages represented, we have a wide range of leadership. We have new life coming in and standing up in our union all the time. In order for the playing field to be just and be fair, the unions have to be on equal par with Kaiser, or the balance of power is totally one-sided. It's up to all of us to make sure we have a voice and to demand that leadership come back to the table and bargain in good faith."

**Darlene Madenwald, RN Case Manager, Care Management**

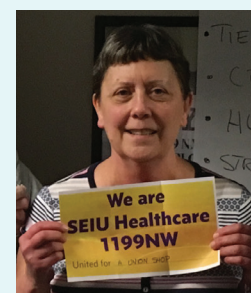
## Standing together, we pushed back and won against inconsistent "late arrivals" disciplines

When our employer implements practices that hold us to inconsistent standards and lead to unjust discipline, it's up to us to enforce the Just Cause provisions of our contract and stand up for each other.

Dozens of us signed onto a group grievance disputing disciplines given for late arrivals (clocking in between 1-6 minutes late) because the policy does not specify the number of late arrivals that lead to discipline. Managers and HR were arbitrarily assigning that we were allowed only five in a rolling five months and this was being inconsistently applied. Some of us were automatically being disciplined as soon as we went over five and others of us weren't even having our late arrivals tracked. We took our grievance all the way to arbitration and we were able to reach a settlement agreement with management that includes:

- An immediate end to the practice of automatically disciplining staff based on the metric of a fixed number of late arrivals within a fixed time period, and a commitment to follow the policy language about late arrivals.
- An agreement to jointly come up with a new attendance policy through our Attendance Committee which includes staff represented by SEIU, OPEIU and UFCW, as well as management. The goal is to implement the newly developed policy by January 1, 2019.
- Once the new attendance policy is in place, all disciplines issued for late arrivals will be removed from staff's files permanently. In addition, a letter will be attached to staff's evaluations instructing that references to unsatisfactory attendance related to late arrivals not be taken into consideration. We want to ensure that co-workers who apply for transfers are not denied based on evaluations that were skewed by discipline for late arrivals.

We are currently working with management to audit files and collect all disciplines for late arrivals. If you have had discipline for late arrivals and want to ensure yours is included, please email union organizer Danielle at [danielled@seiu1199nw.org](mailto:danielled@seiu1199nw.org)



"We can have the strongest contract in the world but if we don't enforce it, it doesn't do us any good. When management violates our

contract, it's up to us to make sure they are held accountable. That means telling our delegates what's going on, signing on to group grievances and taking unified action together across all clinics. This settlement agreement goes to show that we have power in our contracts when we stand together to enforce them."

**Katrina Showland, RN, Delegate, Ambulatory Surgery, Tacoma Specialty**



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## Respect for our work means fixing pay for leads and charge nurses

When management asks us to do charge nurse duties, that comes with charge nurse pay. Management at Tacoma Specialty General Surgery was assigning charge nurse duties but refusing to pay the charge nurse premium required by our contract. We filed a grievance and were prepared to take it to arbitration, and we won! We were able to reach a settlement agreement with Kaiser where the affected staff will get full back pay for the time they were doing charge and lead duties.



“I got active in our union because I was having an issue with charge pay. We won that grievance and in the process I realized the value of our union contract, and that it’s up to us to get involved and be problem solvers in our workplace. I became a union delegate so I could help my co-workers solve the problems they are having with staffing and contract violations. Now I’m joining the RN Joint Labor Management Committee so I can have a bigger impact. It’s up to us to

really be the union.”

**Cece Pickens, RN, General Surgery, Tacoma Specialty**

Now, we’re joining up to take on a similar fight for MAs who are assigned by management to work as leads. This is a violation of our contract and has a negative impact on our teams when our work is not recognized and compensated. MAs at Northgate came together to bring this issue to management’s attention. We are now working with management to make sure all lead MAs, past and present, are identified and paid correctly. We’re also working with management to develop a standardized lead role to avoid any confusion about who should be paid the lead MA premium going forward. If you’ve ever been assigned the Lead MA role, but were not paid, contact a delegate to discuss next steps.

## We’re growing our leadership for racial justice and equity in our communities



“The Black Millennial Political Convention is put together to increase engagement of black millennials in the political sphere and policy issues impacting black communities. I came to the BMPC to expand my knowledge on how I can become more involved in politics that directly affect the community I live in and become a part of the changes needed in my community that impact youth and minorities. Being a young African-American nurse, I know my calling also goes outside the walls I work in. I plan to learn the needs that impact the people in my community and environment. Knowing the needs of those near us can bridge a gap or help us understand one another in order to work together. The BMPC has given me tools on how to better organize people (especially millennials) in my community, not limited to people of color. I plan on not just talking about the changes needed to bring equity to all people, but provide the action needed to be the change needed for our future generations to come.”

**Cece Pickens, RN, General Surgery, Tacoma Specialty**

## Taking action for respectful management in Bellevue Family Practice

We’re taking action together in Family Practice at the Bellevue Medical Center to address concerns that we have with the management of our department. 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. A majority of us signed on to a petition calling on management to meet with us to discuss our concerns. We met with clinic leadership and told them about the disrespect, favoritism, short staffing, and racism and discrimination coming from our department’s management. We’re ready to work together with management to address these issues and we’re calling on them to do their part.



“We’ve tried for months to informally address issues with our management but it hasn’t worked. So a majority of us signed on to a petition and delivered it to Bellevue Clinic leadership. Within days we met with them and we made our message clear that we’re united and management’s poor behavior needs to stop now.”

**Haleigh Preston, Medical Assistant, Bellevue Family Practice**