



SEIUHealthcare®
United for Quality Care

Kaiser Permanente

July 23, 2018

BARGAINING UPDATE

Despite KP's aggression, we're uniting to win in national bargaining

United with unions across Kaiser Permanente, we are strong and ready to take action to win for our patients and ourselves. Corporate Kaiser continues to demand that the coalition unions—which we are part of—sign a “new partnership agreement” as a condition of resuming negotiations for a new national agreement. This “new” partnership agreement is completely one-sided and demands union members waive rights to communicate with the public about concerns about patient care and it gives management the right to vote on expelling unions from the Labor Management Partnership.

Our KPWA co-workers on the national bargaining team have met three times with Kaiser Management over the last few months to work in good faith to reach a new agreement. Our coalition has offered a counterproposal that is balanced, offering new rights and responsibilities within the Partnership for both our unions and Kaiser. We also have offered a cooling off period that would get us back to the table for negotiations while addressing Kaiser's concerns. Kaiser has rejected both of these offers.

Here at KPWA, Kaiser management has stalled us from getting into the national partnership agreement and from getting enhanced benefits that are in effect for more than 80,000 Kaiser workers across all other Kaiser regions.

Update on negotiations of the unions who left the Coalition of Kaiser Permanente Unions:

Management knows that when we are divided, we don't bring as much strength to the table and we have to settle for less. Some local unions representing only 1/3 of all KP union members nationally split from our coalition and went off on their own. This smaller group calls themselves the Alliance of Healthcare Unions. They have been in negotiations with Kaiser after signing off on the inferior Partnership Agreement which we rejected.

Kaiser promised this group of only 1/3 of Kaiser unionized workers that if they signed the inferior agreement they could get a great contract on their own by July 11. Unfortunately, management hasn't followed through on their offer and now, with no settlement in sight, negotiations are set to resume in late August at the soonest.

Not only did management fail to settle with them by July 11 but management continues to have significant takeaways on the table.

Kaiser's strategy all along has been to “divide and conquer” and extract concessions from this smaller group of union members, including our co-workers who are in UFCW 21 here in Washington. When we are divided, we aren't as strong.

What happens at these negotiations will impact us because they're setting standards that Kaiser could try to make us accept, too. As those negotiations have progressed, significant concerns have emerged that that impacts ALL union members at Kaiser.

Specifically, Kaiser is demanding from the unions who left our Coalition of Kaiser Permanente Unions:

- Higher co-pays on medical benefits in other Kaiser regions
- “Market-based” wages, meaning different wages for people who work at different places within a single state
- Eroding RN staffing ratios

And due to Kaiser's “New Partnership Agreement” that imposes a gag order on the unions' right to speak out about issues of concern—it's unclear what this restriction even means to Kaiser—an Alliance local union was reprimanded for speaking out against the concessions.



What we need as the Coalition of Kaiser Permanente Unions

The Coalition of Kaiser Permanente Unions, over 80,000 members strong, is united and ready to take action to win what we need:

Partnership Agreement: We stand committed to our original partnership with Kaiser Permanente and are open to a new partnership agreement. However, we require that any such new agreement must:

- Be reciprocal and equitable and not give an upper-hand to management,
- Protect key union members' rights to advocate for and protect our jobs, job security, and
- Be voted on for ratification at the same time as a new National Collective Bargaining Agreement.

New National Agreement: We stand united to win a new National Collective Bargaining Agreement that does the following:

- Secures equity for the Regions Outside of California (ROC) including here in Washington on wages and our pension multiplier;
- Protects our benefits and wages;
- Ensures that we in KPWA have the same standards and provisions of the national agreement and are not relegated to a second-class status on wages, benefits, and employee rights;
- Protects our union jobs and ensures job security.

Corporate Kaiser is making historically high profits, including \$1.3 billion in the most recent quarter. **There is no reason for Kaiser to be demanding takeaways from anyone. They can afford to move forward to have the best ever National Agreement.**

Our plan to win moving forward

Our unity is our strength. The strength of the Coalition over the past 20 years is what has helped us win the best contract in healthcare in the United States. We will not stand idly by while Kaiser continues its bad faith bargaining tactics. Together we will take action to win:

- **Worksite Actions:** Throughout the Coalition, we are conducting various worksite actions to show our unity and to show Kaiser that we are united and in action together. It is more important than ever for all of us to get involved and be active.
- **Legal:** The Coalition has filed an Unfair Labor Practice (ULP) charge with the National Labor Relations Board (NLRB). Members have given testimony and provided dozens of supporting documents. Kaiser cannot unilaterally suspend National Agreement negotiations nor precondition those negotiations on a new Partnership Agreement.
- **Political Outreach:** Kaiser's bad faith negotiations tactics have concerned many political leaders and they have communicated their concerns directly to Kaiser leadership. We are reaching out to all political leaders to update them on Kaiser's refusal to bargain with the over 80,000 union members and to tell them about Kaiser's anti-union behavior.
- **Purchasers:** The Coalition has already reached out to representatives from other unions that include more than 1 million Kaiser customers to send letters to Kaiser expressing concern about its behavior.

We are confident that our unity and strength will get Kaiser to come back to the table and negotiate a new National Agreement that our members deserve.



"Our membership helped support the Kaiser acquisition of Group Health for many reasons: it shares our vision on the future of healthcare, preventive healthcare, integrated healthcare, and has the reputation of having the best relationship with union

employees of any organization in the country. We expected to have the opportunity to receive the same benefits as all other KP union employees and we are still very much committed to that principle. KP management needs to come back to the bargaining table and bargain in good faith in bringing KPWA union members into the National Agreement."

Nancy Wittman, RN, Consulting Nurse Service and SEIU Healthcare 1199NW Executive Board member

We're continuing to come together to advocate for patients and caregivers here at KPWA

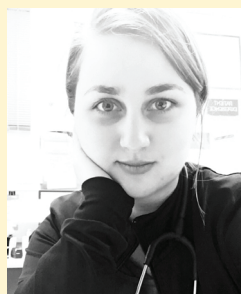
We know that together in our union we have the strength to make big improvements. Here in Washington, we are continuing to stand together and make progress on the things that matter to us.

We're winning lead MA pay at Northgate

When management asks us to take on lead MA duties, it needs to come with lead pay. For years we have had lead MAs at Northgate Medical Center and management has not followed the contract and paid them appropriately. But after coming together and meeting with management to express our concerns, lead MAs at Northgate will begin receiving the lead pay premium. We are also working on getting MAs that have done lead work in the past at other clinics paid as well.

We are the frontline caregivers and the experts in what our patients need. We should have a say in what the lead MA role looks like. So MAs from our Service Joint Labor-Management Committee and other MA co-workers are going to work with management to develop a standardized lead role so that leads can be consistently recognized with the lead MA premium going forward.

Talk to your delegate or organizer if you believe you have worked as a lead MA but not received the lead premium.



"I love being a lead MA but for years management has been unwilling to follow our contract and pay us the lead premium. But we stood together for what was right and now Lead MAs will be paid, both retroactively and

going forward."

Olga Voloshchuk, Lead MA, Northgate

We're standing for the staffing our patients need in Kitsap Home Health and Hospice

When we unite and take action, we have the power to win. Kitsap Home Health and Hospice staff are continuing to unite for sustainable, safe staffing so we can care for our patients best. As of this week, we're wearing buttons to show we are committed to safe staffing and sustainable workloads. We've had our second work group meeting and we won from management a process for developing a better plan to distribute the resources we currently have. We also filed a grievance to enforce the staffing language in our contract and get more staff. We're engaging with our co-workers in other units who rely on our work to serve our mutual patients. We're all uniting and taking action on our plan to win, working together to call on Kaiser to solve our staffing problems.



**Sustainable
workloads
let us thrive**

SEIU Healthcare 1199NW

"This is the first time we have come together as Kitsap Home Health and Hospice staff with a unified voice to address our staffing issues. The bottom line is we don't have enough staff to meet patient needs—we are spread thin, we are in crisis. We are hitting this staffing problem from every angle, from our work group meetings, to our group grievance, to our button actions—we won't let up. We want more staff, we want reasonable workloads, we want transparency and accountability from our managers and we want respect. We are committed to each other, our patients and this process, and we will keep moving forward."

**Marcy Crebs, LPN; Gwen Thompson, RN;
Sharon Douwes, RN, Kitsap Home Health and Hospice**

It's time to continue our participation in KP Wellness Works to lock in our benefit premiums for 2019!

Because we took action to maintain stable benefits in our last benefits bargaining, we have the ability to win wellness points that lower our health benefit premiums. Over 80 percent of us have already participated in the Wellness Works program for 2018 and started earning "points" toward affordable health benefit premiums for 2019—a great start! We have **from now until September 30** to earn the rest of our points in order to ensure we pay the fully discounted premium rates for 2019, which remain **the same as 2018 with no increases**. In order to earn our full points:

- **We need to complete the confidential Health Assessment form on RedBrick.** Even if we have done many other wellness activities, we do not get credit for them until we complete the Health Assessment.
- **We can take make quick, easy progress by taking the health screening in Wellness Works.** Unlike in past years, the health screening of blood pressure and BMI is not required this year—we have multiple paths. But some new improvements have made it easier for us to do the screening—we can stop by a CareClinic with no prior appointment or simply complete a quick RN visit in primary care to complete the screening—and then we can upload the screening form by taking a photo with our phone, right then and there.

Talk to a Benefits Labor-Management Committee member if you have questions and ideas about the Wellness Works program:

Cheryl Bilka, LPN, Spokane Veradale

Teri Murray, RN, Care Management

Meta Thayer, PT, Northgate

Mala Williams, LPN, Tacoma South



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