

Returning to National Bargaining for Quality and Partnership

Our unity has paid off. Together with our OPEIU colleagues here in Washington and 85,000 fellow union members in California, Oregon, Colorado, Hawaii, and the Mid-Atlantic area, we have moved the national Kaiser administration to return to bargaining a new National Agreement. The National Contract Agreement is the keystone of Kaiser and unions' national Labor Management Partnership, a relationship between management and frontline caregivers where we partner in every department and area to improve care for patients and quality of life for caregivers. The National Agreement lays out Kaiser and unions' groundbreaking agreements such as Unit-Based Teams, where we make staffing decisions, including about staffing up for backfill coverage, collaboratively; Issue Resolution and Corrective Action, including a partnering, problem-solving approach to workplace issues rather than punitive "write-ups"; and a ban on mandatory overtime in all work areas.

Our goal is to bring the benefits and commitments of the National Agreement here to Washington. In 2018, co-workers from across Kaiser on our bargaining team made substantial progress toward tentative agreements on applying many parts of the National Agreement here, including increased continuing education funding, a ban on all low census in the hospital-license area at Capitol Hill, and an increased frontline staff voice in scope of practice and safety. We have secured the commitment from the upper administration locally to continue to honor those agreements when we find a path forward nationally to reviving Labor-Management Partnership work. So bargaining a new national agreement is a key next step toward bringing the National Agreement and Labor-Management Partnership here to Washington.

Several co-workers who are union Executive Board members and delegates are traveling to Oakland to participate in the first session of renewed national bargaining later this month. That team will update co-workers here on our progress.



We signed onto and delivered our petition calling on the KPWA administration to support our return to national bargaining. We won!

Our Statewide SEIU Healthcare 1199NW National Bargaining Representatives:

Denise Bischofberger, RN
Capitol Hill

Kevin Carter, Custodian
Tacoma

Michael Dumont, Masters Level Therapist
Tacoma

Le-Nae Jackson, MA
Olympia

Cathy Jessup, Physical Therapist
Burien

Teri Murray, RN, Care Management
Harrison

Marie Neumayer, MA,
Veradale Eastern Washington

Jamie Vanden Bos, MA,
Silverdale

Update on getting back to bargaining from our bargaining team:

"Hello! As you know, after several months of bargaining for our entry into the National Agreement, Kaiser Permanente walked away from our local bargaining table as well as the national bargaining table with the members of The Coalition of Kaiser Permanente Unions. We stood by our coalition sisters and brothers and requested that Kaiser Permanente return to the bargaining table without any pre-assigned conditions and to negotiate in good faith. It has been several months since the National Labor Relations Board announced that Kaiser Permanente violated the law by refusing to negotiate a new contract with The Coalition of Kaiser Permanente Unions. We have good news to share, Kaiser Permanente has agreed to return to the bargaining table with the Coalition and to continue discussions which will include bringing KP Washington members under the National Agreement.

Our Unity, Solidarity, and Actions have moved us forward and we will continue to stand together to fight for a fair contract and to fight for our KPWA members to be included in the National Agreement!

For more information, please talk to your bargaining team member or Organizer."

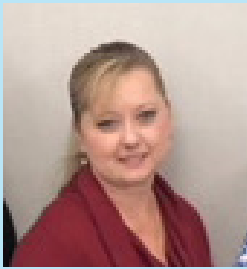
Teri Murray, RN, CCM Kaiser Care Management, Kaiser Permanente Joint Labor Management Team Member, SEIU Healthcare 1199 NW Executive Board Member, SEIU Healthcare 1199NW Delegate, National Partnership Bargaining Team Member

We will change lives and break down barriers through the Medical Assistant Apprenticeship Program

We are partnering with KP and the SEIU Healthcare 1199NW Multi-Employer Training Fund to launch the first-ever healthcare apprenticeship program in Washington. Through the MA Apprenticeship Program, MA apprentices will “earn and learn”—meaning they will have a full-time job with health benefits, paid time off, and the other benefits of our union contract at the same that they learn the competencies to be an MA through on the job learning accompanied by some classroom instruction. At the end of the approximately year-long program, MA apprentices will be qualified to take a certification exam and become Washington-certified MA-Cs. Through the apprenticeship program, we can “grow our own” MAs to work in hard-to-fill MA vacancies. At the same time, MA apprentices will not have to make the often-impossible choice between work and school—work will be school. Apprentices will contribute to serving our patients and clinics as they gain the skills and exposure to step into full MA roles.

Frontline MAs in our union are partnering with management every step of the way in launching this program through our MA Apprenticeship Joint Labor Management Committee. The committee is planning for the first cohort of MA apprentices to start in the early fall.

Opportunities to apply to be an apprentice and a mentor will be available in the coming months.



“I’m really excited about the MA Apprenticeship and think it’s a great opportunity for all of us at KPWA. We will have access to talented people that we get to

shape into future MAs. As seasoned staff we will be the ones mentoring them and teaching them how to be MAs at KPWA which will also help us address staffing shortages across the organization.”

Jamie Vanden Bos, Medical Assistant, Silverdale

Highlights of the agreement we bargained with Kaiser for the MA Apprenticeship:

- Pay steps:** Apprentices start out making 88% of full MA pay, and move up to 93% of full MA halfway through the program. Upon become MA-Cs, they move onto the first step of our union MA wage scale
- Paid classroom time:** Apprentices will be paid for 40 hours/week, including their classroom time at the Seattle Colleges as well as on the job time at Kaiser
- Access for SEIU co-workers:** Members of our SEIU Healthcare 1199NW service bargaining unit here at Kaiser who are qualified for the program will have first access, based on seniority. We maintain our seniority as we participate in the program; will not see a cut in pay, even if the first step of the MA scale is lower than our current pay in our current job; and will not face a new probationary period.
- Mentor support:** MA mentors (us!) who volunteer to have 1:1 roles teaching MA apprentices receive \$3.50/hour on top of our regular pay, in addition to 18-20 hours of mentor training and ongoing time blocked off in our workday to work with the apprentices. No one will be required to be a mentor who does not wish to be.
- Transition to ongoing positions after the program:** Program participants are guaranteed an ongoing MA position at Kaiser after passing through the program and becoming certified. There will be a process where we are matched with vacancies in the geographic area of our choosing at the end of the program.

Update: Washington Paid Family and Medical Leave starts in 2020

Union members stood together in Olympia last year for a new benefit in Washington that will benefit many of us, paid family leave. The new Paid Family and Medical Leave program in Washington means that starting in January 2020, most workers will be eligible for pay from the state for 12 or more weeks per year of personal medical leave, pregnancy/childbirth leave, or leave to support a sick family member. This paid leave is an additional benefit beyond our accrued PTO and EIB and optional short-term disability benefit here at Kaiser.

We are currently meeting with Kaiser as a union coalition to bargain how this leave is protected and called out in our union contract, when we start paying the weekly premiums that all workers in Washington will pay to fund this program, and how it interfaces with our existing benefits.



“It feels great to know that if you or a family member are sick, and you have to miss work, that you can count on a paycheck coming in. Washington

State is leading the country with this paid benefit and to bargain this for our members is really exciting.”

CeCe Pickens, RN, Tacoma Specialty Center and Sheri Van Ten, Sterile Processing, Bellevue, SEIU Healthcare 1199NW delegates and representatives at the Paid Family Leave bargaining

PT/OT Takes Action on Workload and Respect

As frontline therapists we know what our patients need, and what we need, to provide the highest quality care possible. Our goal is to collaborate and partner with management in order to provide better access and continue improving the care our patients receive.

That’s why we were concerned when management announced the change to 40-minute referrals and follow-ups without first discussing it with our PT/OT Joint Labor Management Committee. In a survey that a vast majority of PTs and OTs completed, 78 percent of us opposed the change to 40-minute appointments. Our PT/OT union leadership team presented our survey results along with concerns about the change and current workload expectations at our Joint Labor Management Committee meeting this month.

See some of the key takeaways from the survey below

We have called on management to respect our Joint Labor Management Committee and partner with us to address the concerns of frontline staff.

Follow us and be part of the conversation
@SEIUHealthcare1199NW
seiu1199nw.org



93%

of us say we miss our breaks

86%

work overtime or above our FTE

64%

have worked “off the clock” in order to complete daily work

55%

feel that the pressure and stress of work impacts our health

93%

feel there isn’t adequate staff for amount of new patients & new referrals being seen