



We're Uniting for Improvements for Us and Our Patients

We're getting ready to start both national and local bargaining

A voice in staffing, raises to recruit and retain co-workers in all of our jobs, expanded opportunities for education and advancement—these are the improvements we can make together as a union. We win these improvements every day through speaking up in our labor-management committees and workgroups and taking action as a group. We also win them when we unite to bargain a new union contract.

We have two great opportunities to win improvements for our patients and families coming up now.

First, after staying united with our 85,000 Coalition of Kaiser Permanente Unions sisters and brothers across the country for the past year, we are returning to national bargaining to negotiate a new National Agreement. Our national bargaining team met with the national Kaiser administration for the first time in Oakland last week for orientation and training and will meet again in May and June.

Second, we are also bargaining a new local union contract here at KP Washington. Our current local contract expires in October, and we are starting local bargaining very soon in order to align with the national bargaining happening now.

This means that we can coordinate our priorities so that we can reach agreements both locally and nationally that, together, address all of our concerns—investment in frontline staff through raises, secure benefits, and opportunities for learning and growth; and better staffing and access for our patients.

What's next?

Our national bargaining team will continue to represent us among the Coalition of Kaiser Permanente Unions national bargaining team, as we stand united to bring the full benefits of the National Agreement here to Washington—including a voice in staffing in every department, raises for every worker, and protections against subcontracting.

Coming up soon, we will be coming together here to nominate a local bargaining team who will meet with our local administration to bargain improvements to our local contract, including raises we need to recruit and retain in jobs that are especially behind, better protections for Saturday work, fairer holiday rotations, and other issues.

Be on the lookout for bargaining surveys and an announcement about proposal vote meetings, where we come together to ratify our bargaining priorities.

Report from national bargaining:



"It's exciting to be back at the national bargaining table. Not only is all of Kaiser management back, ready to bargain, but so are the representatives of over 85,000 union members from across Kaiser and across the country. We have an opportunity to bring a great National

Agreement to Washington and address many of our local issues in the process."

Kevin Carter, Custodian, Tacoma



"We're approaching bargaining not as adversaries, but like a healthy relationship. Instead of one side making decisions we're actually listening to each other and working together as a team to reach common ground. This is great for our members and great for our patients because by working together as a team,

all of our lives get better. What excites me most about the National Agreement is the Unit Based Teams and partnering with KP to have a better work environment for everyone."

Le'Nae Jackson, MA, Olympia



"By being strong and united we can bring all of the benefits of the National Agreement to our members in Washington state. Learning about how national bargaining comes together, managers and union members working with one another — we start with a problem and work together to reach an

outcome we all feel good about — it's really exciting!"

Marie Neumayer, MA, South Hill, Spokane

Our national bargaining team:

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
Marie Neumayer, MA, South Hill, Eastern Washington
Jamie VandenBos, MA, Silverdale



What's in the National Agreement between Kaiser and the Coalition of Kaiser Permanente Unions?

Last year, Kaiser and SEIU Healthcare 1199NW reached tentative agreements to apply all of these existing benefits in the National Agreement here to Washington. We remain united to bring the full National Agreement here, which includes these benefits in addition to retiree medical benefits, a defined benefit pension open to everyone, including new hires, enhanced protection from subcontracting, and a commitment to jointly develop staffing models that include budgeted and planned backfill for absences. In addition, we are ready to bring the new improvements to the National Agreement that we are uniting to bargain now — including raises — here as well.

Our tentative agreements:

Unit-Based Teams—collaborative labor-management groups who make improvements in every unit

Joint work toward the **growth of Kaiser**

Renewed safety committees

Input from frontline staff in scope of practice decisions

Partnership on **identifying community engagement opportunities**

Monthly union delegate paid training hours

Transition to a progressive, non-punitive, standardized approach to corrective action

Increased continuing education benefits—up to \$3,000 per person

No low census cancellation of any shifts in the inpatient hospital unit

No mandatory overtime in any job

National strategy on workplace violence prevention

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

Joint commitment to high organizational performance and service quality

Integrated Disability Management program prioritizing return-to-work “light duty” for co-workers out on temporary medical leave

Neutral, fair process for non-union groups of co-workers to decide to join our union



1199NW

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