



# We are United for Local and National Contracts that Invest in Caregivers for Quality Care at Kaiser



## Our local bargaining team:

Kathleen Lange, ARNP, ARNP School-Based Program  
Theresa Lewis, Medical Assistant, Gastroenterology, Bellevue  
Tim Ma, Physical Therapist, Physical Therapy, Bellevue  
Sheri Van Tent, Central Service Tech, Sterile Processing, Bellevue  
Rosie La Duca, RN, UR-Discharge Planning, Bellevue  
Valerie Finkley, Health Unit Coordinator, Urgent Care, Bellevue  
John Hall, Social Worker, Urgent Care, Bellevue  
Cathleen Jessup, Physical Therapist, Physical Therapy, Burien  
Elma Rosal, LPN, Primary Care, Burien  
Denise Bischofberger, RN, Day Surgery, Capitol Hill  
Jessica Wolfe, RN, Day Surgery, Capitol Hill  
Joshua Kennedy, Surgical Tech, Day Surgery, Capitol Hill  
Tupamara Maestas, RN, Endoscopy, Capitol Hill  
Teri Lindsay, Medical Assistant, Genetics, Capitol Hill  
Alison Prevost, Masters Level Therapist, Mental Health and Wellness, Capitol Hill  
Kristen Paterson, Medical Assistant, Orthopedics, Capitol Hill  
Jessica Miller, Physical Therapist, Physical Therapy, Capitol Hill  
Joy Osaki, Medical Assistant, Primary Care, Capitol Hill  
Alanna Martin, Social Worker, Social Services, Capitol Hill  
Natalie Burns, Social Worker, UR-Discharge Planning, Capitol Hill  
Daniel Ross, RN, Urgent Care, Capitol Hill  
Andrea Eiseman, ARNP, CareClinic  
Ashley Grauman, Medical Assistant, Primary Care, Everett  
Yian Saechao, Medical Assistant, Primary Care, Factoria  
Patricia Nail, MA, Primary Care, Gig Harbor  
Teri Murray, RN, UR-Discharge Planning, Harrison  
Arielle Eggers, Medical Assistant, Primary Care, Kent  
Tami Ellefson, Medical Assistant, Pediatrics, Lynnwood  
Wendy Rychwalski, ARNP, Primary Care, Northgate  
Frederick Marcelo, LPN, Primary Care, Northgate  
Meta Thayer, Physical Therapist, Physical Therapy, Northgate  
Linda Todd, ARNP, Nursing Home Services  
Leslie Cohn, ARNP, Nursing Home Services  
Le'Nae Jackson, MA, Primary Care, Olympia  
Matt Brown, Custodian, Environmental Services, Olympia  
BreAuna Baker, MA, Primary Care, Olympia  
Estee Carton Bozzi, Social Worker, UR-Discharge Planning, Overlake  
Danna Burnett, Medical Assistant, Primary Care, Port Orchard

We are united in our local and national bargaining for the improvements we need at KPWA. Our team of 68 co-workers, representing all of our job classes and clinics across Washington, have spoken up for ourselves and our patients at our first two local bargaining sessions this month. Our proposals address the needs of our patients and our families. We need respect and predictability as we expand hours and open weekend clinics. We need wages that recruit and retain quality staff. We need fairness, equity and respect in the workplace. We need to be fully included in the KP National Agreement with the benefits that entails.



"Bargaining isn't easy, but it's empowering knowing that we, the bargaining team, are fighting for all 2800 of us here at KPWA. We are negotiating real improvements that will benefit us now and in the future."

**Arielle Eggers, Medical Assistant, Kent**

Anne Lunden, RN, Primary Care, Port Orchard  
Aischol Ellis-Monroe, Medical Assistant, Primary Care, Puyallup  
Aneshia Johnson, Medical Assistant, Primary Care, Rainier  
Sheryl Quiere, Medical Assistant, Primary Care, Redmond  
Carmen Diaz, Medical Assistant, Anticoagulation, Renton Administration  
Nancy Wittman, RN, Consulting Nurse Service, Renton Administration  
Jennifer Layer, RN, Consulting Nurse Service, Renton Administration  
Lynn Youngblood, RN, Secure Messaging, Renton Administration  
Darlene Madenwald, RN, UR-Case Mgmt, Renton Administration  
Corrie Piper, Masters Level Therapist, Mental Health and Wellness, Riverfront  
Joni Hardcastle, Social Worker, Home Health, Seattle Region  
Jean Myers, Physical Therapist, Home Health, Seattle Region  
Grace Lopez, Medical Assistant, Urgent Care, Silverdale  
Jamie Vanden Bos, Medical Assistant, Primary Care, Silverdale  
Marie Neumayer, Medical Assistant, Primary Care, South Regal  
Danielle Riggs, ARNP, Primary Care, South Regal  
Carmen Suazo, RN, UR-Discharge Planning, Swedish  
Michael Dumont, Masters Level Therapist, Mental Health and Wellness, Tacoma  
Arleigh Champ-Gibson, Spiritual Counselor, Hospice, Tacoma Region  
Mala Williams, LPN, Primary Care, Tacoma South  
Katrina Showlund, RN, Day Surgery, Tacoma Specialty  
La Nita Thomas, Surgical Tech, Day Surgery, Tacoma Specialty  
Kevin Carter, Custodian, Environmental Services, Tacoma Specialty  
Cenetra Pickens, RN, General Surgery, Tacoma Specialty  
Janell Brooks, Materials Management Tech, Materials Management, Tacoma Specialty  
Kelsey Loomis, Medical Assistant, Specialty Float Pool, Tacoma Specialty  
Laura Kilberg, RN, Urgent Care, Tacoma Specialty  
Cheryl Bilka, LPN, Primary Care, Veradale

Read more on the back

## From our bargaining survey:

*Co-workers in my department have left Kaiser in the past two years, or I have considered leaving Kaiser myself, for the following reasons:*

Better management/workplace environment: 42%

Better pay: 37%

Better staffing levels/workload/patient access: 36%

Better opportunities for skill development and advancement: 25%

We shared this with management at bargaining, that retention at KPWA requires multifaceted solutions. We need wage adjustments in jobs that are behind. We need a consistent voice in our staffing plans upfront, rather than unilateral decisions from management. And most of all, we need a work environment in which every one of us feels valued and has a voice. Our goal is to reach local and national agreements that provide a pathway to quality, security, and growth.



"SEIU Healthcare 1199NW has stood strong for years, leading the healthcare work force into negotiations for better wages, hours, & benefits, preventing layoffs and creating better processes in order to continually provide excellent patient care & safe working environments. As members of the union, it is our responsibility to stay united, informed, & vote when the time comes. Our voice is heard through this process & together we can stand strong."

**Grace Lopez, Medical Assistant, Silverdale**

## What will it take to win?

Unity in the workplace is what moves us forward. We will all need to take action. Reach out to your delegate to sign our unity petition.

When management sees us standing together, we can make the changes we need.



"As a bargaining team member, I am committed to representing all of my co-workers. At the first bargaining session, we listened as different departments recounted their struggles. Whether it was regarding retention, pay, or support, I know the bargaining team is united to fight for all necessary improvements."

**Tim Ma, Physical Therapist, Bellevue**

## Our bargaining priorities that we ratified overwhelmingly at our proposal votes:

### Wages that Recruit and Retain:

- Across-the-board raises for every co-worker in national bargaining
- Additional raises for jobs that are behind
  - Social Workers and Masters Level Therapists
  - ARNPs
  - Custodians
  - Physical and Occupational Therapists
  - Anesthesia Techs and Surgical Techs
  - Materials Management Techs and Sterilization Techs
  - Nursing assistants (including home health/hospice)
  - LPNs

### Predictable & Fair Schedules:

- We should not have schedules requiring work every Saturday
- We should not have a schedule with shifts less than 8 hours unless we have negotiated and agreed to that alternative schedule as a union

### Transparent & Consistent Assignments:

- The duties of leads, charge nurses, and preceptors needs to be consistent across KPWA
- Transit and Parking:
- We need to work jointly in a labor management process to address the costs of parking & transit

### Racial Justice:

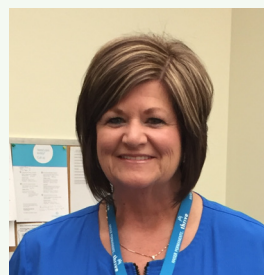
- Workshops and labor management work in partnership to address racism, discrimination, bias, and harassment
- Equity in disciplines:
- No disciplines for any use of paid leave when sick
- Disciplines do not continue to affect us after 12 months

### Health Benefits on Day 1:

We need to get health benefits upfront, so we are not left without care when we start a new job and there is parity between us and non union staff

### Limits on Subcontracting:

- When new clinics open, Environmental Services work should be union work at KP, and work that is currently outsourced should be brought back into KP



"LPNs are very interested in getting wages that respect our education and contribution to the healthcare team. We have taken on more responsibility and yet we are paid less than we would if we worked elsewhere. It is time to correct this problem so we can attract and keep our LPNs."

**Cheryl Bilka, LPN, Veradale**

## MA Apprenticeship Program Update

### Have you heard?

The MA Apprenticeship application process is now live on Connection. Apply today for a spot in the program to become an MA while getting paid! For the MAs wishing to be mentors: It's exciting that many current MAs have applied! The JLMC will make mentor decisions soon.