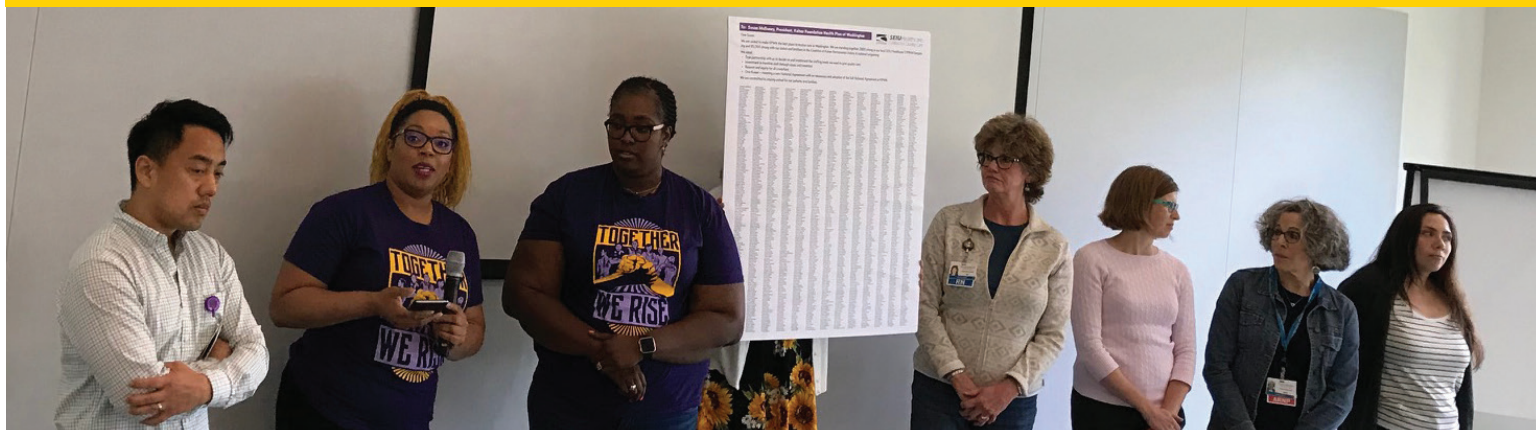


Staying the course for retention and staffing in local and national bargaining



Our message to the Kaiser administration both here at KPWA and at national bargaining in California is clear — invest in us, the people of Kaiser. By Investing in us, Kaiser is investing in quality care for KPWA patients. Investing in us means:

- Compensation that will recruit and retain — both good raises for everyone in national bargaining and market adjustments in local bargaining for jobs that are behind
- Respect for our lives and families in terms of weekends off and predictable schedules
- A path forward through education and advancement
- Adequate staffing in every work area
- One KP — meaning we are a full part of the National Agreement and its benefits

We are making some progress in bargaining, but not enough. We are having positive conversations about workforce development, workplace safety, and renewed partnership at all levels of KP at the national bargaining, but at the same time, management nationally wants to take away the benefits that make Kaiser the best place to work — rather than extend and improve them.

In local bargaining, while management has proposed some improvements — recognizing to some extent the need for pay raises for Anesthesia Techs, Surgical Techs, and CS techs, and the need for pay equity for all nurse practitioners and all custodians — they have not agreed to adjust some of the pay scales where we need improvement the most, including social workers/master's level therapists and LPNs. The improvements they did agree with would come at the expense of nationally bargained across-the-board raises for those co-workers — essentially limiting the size of our raises before we have even reached agreements on both of our contracts.

In addition, while management says they agree with us in principle about moving up the date at which new hires can access medical benefits, they claim they can't implement the change until 18 months from now, in 2021.

We also need a better standard on weekends off. We need a clear, unequivocal commitment from management that no co-worker who works .75 FTE or more will be required to work every weekend unless they explicitly choose to do so.

We return to national bargaining July 9 – 11. We are committed to doing what it takes so we are setting KPWA on the right path for us and our patients.

We will be showing our unity here at KPWA during national bargaining. Talk to your bargaining team member to learn more.

A supermajority of us across KP stood together, signing our unity petition in support of our local and national bargaining priorities. Co-workers representing all of our bargaining units across KPWA delivered the petition to management's bargaining team at local bargaining last week.



"We want one million members by 2023. We want top-notch Press Ganey scores. We want to regain Five-Star Quality Medicare Rating. To accomplish this, we need to recruit and retain a five-star team with five-star wages and benefits."
Wendy Rychwalski, ARNP, Northgate



"There is a lot at stake now as we bargain at the local level while working on the national agreement. Management needs to know we are serious about settling a great contract. Taking action together shows management we're united!"
Meta Thayer, PT, Northgate



"Recruitment and retention of quality caregivers has a huge impact on care. We've lost a lot of great social workers to other clinics, hospitals, and private practice. We wear many hats and our skill levels are high. Management needs to agree to a competitive wage that reflects our value."
Alanna Martin, Social Worker, Capitol Hill



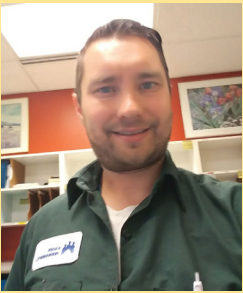
“Taking action together shows management that we stand together as a union regardless of job class. It sends the message that we are united in negotiations and

will continue to fight for the rights we all deserve.”
Kelsey Loomis, Medical Assistant, Tacoma Float Pool



“This is our first union contract with Kaiser here in Washington. We need to show Kaiser that we are a strong union and won’t be divided.”
Le’Nae Jackson, Medical Assistant, Olympia Family Practice

Olympia Family Practice



“If we can show management that unity is more important than individual goals, we all win.”
Matt Brown, Custodian, Olympia

What do we bargain where?

National bargaining:	Local bargaining:
Across-the-board raises for every one of us, as well as other benefits contained in the National Agreement that we want to bring to KPWA	Additional pay raises — “market adjustments” — for jobs that are behind. These include raises to whole pay scales as well as new pay premiums like certification pay
A greater voice in staffing (“Operational Effectiveness”)	Protections for our hours and schedules, like ensuring we have two weekends off per month and notice of a new schedule before rebidding
Staff development and job security as KP and healthcare change (“Work of the Future”)	Local improvements we tackle in labor-management committees, including consistency of charge/lead/preceptors roles and improvements in transit and parking options
Renewing the national labor-management partnership at all levels (“Partnership”)	

We stood up for staffing in Port Orchard



“Despite clinic managers’ attempts to advocate for replacing staff, inaction from upper leadership forced the Port Orchard RNs to work overtime and over our FTE to keep up with clinic demands — all for a zero-sum game. We have heard excuse after excuse as we came in on our days off and stayed late to finish up daily responsibilities. KP Leadership has slow-walked hiring adequate staff for the last six months. Their most recent excuse was that they need to “balance the budget.” This situation has fundamentally changed the staff at Port Orchard, and we no longer view KPWA in a positive light.

Since marching and presenting our petition, KP Leadership has decided to hire an agency nurse for the Port Orchard clinic and defer wound care patients to outside vendors. That “budgeting math” does not make sense!

When we were adequately staffed, Port Orchard was a top performing clinic. Since then, and due to the lack of adequate staffing, our numbers have suffered. We need to hold KP accountable and we are drawing the line here — KP Leadership cannot continue to put profits ahead of quality patient care.”
Anne Lunden, RN, Port Orchard (second from left)

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
Denice 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
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
Kelsey Loomis, Medical Assistant, Specialty Float Pool, Tacoma Specialty
Laura Kilberg, RN, Urgent Care, Tacoma Specialty
Cheryl Bilka, LPN, Primary Care, Veradale