



We Stand United at Local and National Bargaining

We stood strong through our sticker-up day last week from Everett to Olympia, from the Kitsap Peninsula to the Spokane Valley, with our message—United We Thrive. That’s our message to management at both local and national bargaining: That by raising up every member of our patient care team—LPNs, social workers, nurse practitioners, custodians, and others—and every region of KP around the country, we all thrive and so does KP. We are standing together for the improvements we need at both local and national bargaining:

- Compensation that will recruit and retain—good raises for everyone in national bargaining, with additional adjustments in local bargaining for jobs that are still 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

Our unity at every worksite is what will move the KPWA and national KP administrations to agree to new local and national contracts that move us and our patients forward.

National Bargaining Update

The Coalition of Kaiser Permanente Unions national bargaining team from all over the United States is united for good across the board wage increases for all regions of Kaiser, including Washington; no cuts to benefits for any KP workers, including new hires; a ban on outsourcing; improvements in education funding; and full inclusion in the national agreement of all regions, including ours. Our SEIU Healthcare 1199NW national bargaining team representatives joined with hundreds of bargaining team representatives from California, Oregon, Colorado, Hawaii, and Mid-Atlantic to advocate for these priorities at our final scheduled national bargaining meeting last week. SEIU Healthcare 1199NW President Diane Sosne joined numerous union elected officers and frontline leaders of all of the Coalition unions in telling the Kaiser administration explicitly and passionately that we would not accept anything less.

Despite making the most money nationally in the first quarter of 2019 EVER in the history of Kaiser, the Kaiser administration did not bring proposals that adequately addressed these core priorities. In fact, they want cuts and steps backward. **So we did not reach agreement on a new national contract.**

Kaiser unions in other regions whose local contracts have already expired or expire on October 1 (not us) are moving toward a national Kaiser strike on October 1. While our contract does not expire until November 1, in the meantime we will do everything we can to support our colleagues in other regions who are building toward taking this action if they have to. A future national bargaining date has not yet been set.





"Everywhere you looked at Capitol Hill, people were wearing stickers. Everyone was united. Management must invest in its staff the same way that it has historically in the other regions if it hopes to be successful in Washington state. United we thrive!"
Teri Lindsay, MA, Genetics, Capitol Hill



"It was exciting to see all the union stickers! It makes me feel the power and unity of our union. I am so proud to be part of this union. UNITED WE THRIVE!"
Anne Lunden, RN, Port Orchard



Renton Admin Campus



"People were happy and eager to sticker up and came asking for a sticker if they hadn't received one yet! Every member became part of the bargaining process." **Katrina Showlund, RN, Tacoma Specialty**



Silverdale



Redmond



"It was such a great experience to unify with other co-workers and sticker up! To let everyone know we are united to be part of the coalition is empowering. Seeing the excitement and passion in our members is inspiring. This is just a glimpse of the strength we have as a union and we're looking forward to taking further action to get what we deserve."
Cece Pickens, RN, Tacoma Specialty



Spokane Riverfront



Swedish Care Management



Spokane Kendall Yards



"It was great seeing everyone wearing stickers, especially our new union members, who for many this was their first time taking action. Knowing that all the other clinics were sticking up, too, sent a strong signal to management that we are not backing down."
Katie Roman, MA, Lidgerwood, Spokane



Spokane Lidgerwood



"All of my co-workers in PT/OT at Capitol Hill were excited to show their support by wearing stickers. They know we need to stand together and show management the importance of supporting the staff in a good contract locally and nationally."
Jessica Miller, PT/OT, Capitol Hill



Spokane Veradale



South Hill



Tacoma Specialty



Tacoma South



Tacoma

Next steps here at KPWA

Here in Washington, our immediate next step is continuing to stand together like we did on our sticker day to support our local bargaining team and issues. We have made some progress in local bargaining. Management has agreed to some market adjustments for jobs that are particularly behind.

But management's proposal falls short in several key areas, including:

- No market increase for LPNs, and raises that are too low for social workers, ARNPs, and custodians
- An insufficient commitment to protect every other weekend off schedules and reverse the recent rebids forcing MAs to work every weekend in several clinics
- No agreement on schedule templates that protect quality patient outcomes for mental health therapists
- No commitment that Environmental Services work will be internal to KP, rather than outsourced to a for-profit, non-healthcare contractor, as new clinics open
- Our next local bargaining meetings are on July 24 and 31. We will continue to stand together here at KPWA as well as with our colleagues around the country for national and local contracts that do right by us and our patients.



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