



**SEIU**Healthcare®  
United for Quality Care

**Kaiser Permanente**

August 13, 2019

# Together We Make KP Better

## We're making some progress in local bargaining, but not enough

Our unity is working. Last week at local bargaining, management moved in the right direction. After stating multiple times over the past several months that there was no way they could move up how soon new hires can access medical benefits before 2021, they brought a new proposal that starts medical benefits on the first of the month after hire in January 2020. We had told management about unacceptable situations we have witnessed, where new hires who have been sick have not been able to visit the urgent care in the very building where they work because their benefits haven't started yet. It is a recruitment issue when job candidates who have received multiple job offers take another job that offers health benefits sooner. Management did the right thing by listening to us and making a commitment to start access for medical benefits for new hires sooner.

Management also heard us in other areas. They brought a proposal addressing our concerns about disciplines and how quickly they are dropped off. Now, we can transfer to a new job without being held up due to an old discipline that might be no longer relevant. Also, they brought a proposal guaranteeing more time for us to look at a new proposed schedule and discuss and plan for our options before having to rebid.

## Update from National Bargaining

Our colleagues around the country are continuing to stand united and take action for a new national agreement that moves all Kaiser workers forward with no takeaways in wages or benefits, a real frontline voice in staffing, and full inclusion in the National Agreement for KPWA. There is no new national bargaining scheduled at this time.

Kaiser union members in California, Oregon, Colorado, Mid-Atlantic and Hawaii, who are part of the National KP contract are taking strike votes for an October 1, 2019 strike deadline. Since our contract doesn't expire until October 31<sup>st</sup>, we will be supporting them.

Next month is a month of unity and action for all of us across KPWA. Talk to your bargaining team member or delegate about what we are doing together at your worksite. United we call on management to find a way to move forward with us to make Kaiser better.

## We have each other's backs

We have each other's backs... literally! Hundreds of co-workers signed their names on the backs of our bargaining team's purple union T-shirts. Last week at bargaining, every bargaining team member wore our signed shirt. The team told management that we were wearing our shirts to remind them that we are not there representing just ourselves as a bargaining team—we are representing our over 2,900 co-workers across the state.

We, the members of the bargaining team, know that our co-workers who signed on to support us have our backs. We also know that in the bargaining process, we only win a contract that brings justice for every co-worker when we all have one another's back—meaning that every single one of us fights for our co-workers experiencing racism and discrimination, our co-workers whose pay scale is not enough, our co-workers who need a bigger voice in the particular staffing changes in their work area. By standing together and making sure every co-worker's concerns are addressed—and having the power to address these concerns all the more through our increased unity—we will truly make Kaiser better for us and our patients.



[www.seiu1199nw.org](http://www.seiu1199nw.org) • 1-800-422-8934

Follow us and be part of the conversation  
@SEIUHealthcare1199NW  
[seiu1199nw.org](http://seiu1199nw.org)



Proudly Produced by  
the members of SEIU  
1199NW & Staff Union  
bb 081319 KP

## Outstanding Local and National Bargaining Issues

Now, it is time for management to hear us on the other big areas where we need improvements—adequate raises to recruit and retain staff in every job, particularly LPNs, ARNPs, SWEA members and custodians; a commitment to two weekends off per month for all co-workers; no outsourcing Environmental Services as new clinics open, which we know contributes to lower quality of care and service for our patients; and full inclusion in the National Agreement, including the same benefits as co-workers get in other regions of Kaiser.

## Kaiser Has Best Financial Report in Its History

Kaiser's most recent financial report highlights an operating income of \$1.1 billion and total net income of \$2.0 billion for the second quarter of 2019. For Kaiser, the first 6 months of 2019 are the most profitable in the health system's history, bringing in \$5.2 billion in profits. We do the work that makes Kaiser thrive financially. In Washington, we frontline caregivers are Kaiser's best resource. They cannot be successful in their new market without us. Investing in Washington has to mean investing in the people who do the work and care for our patients.



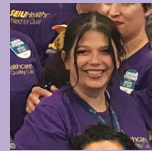
"We've made some good progress on a lot of issues at the bargaining table, but on others we're still far apart. It's time for us to come together, take collective action and show KP that we're serious about supporting our bargaining team and proposals. Talk to your bargaining team members about what you can do to show our unity."

**Mala Williams, LPN, Tacoma South**

## Update: We are united for two weekends off/month for all

We are standing up on every front to tell Kaiser that mandating that some co-workers work every weekend is unacceptable. Bargaining team members and delegates joined MAs at the Renton and Everett clinics in our Step 3 grievance meeting to tell management that it is unacceptable to make MAs and LPNs at these and other clinics bid or be hired into every-weekend positions.

Co-workers from departments that aren't even open on weekends joined the meeting because this issue is so fundamentally important to us across our union. We are taking action through the grievance process in addition to bargaining with a clear message: We will not rest until co-workers are no longer mandated to work every weekend, and until we have a commitment from management that no other co-workers will be forced to work every weekend in the future, either. Weekends are times for our families and personal lives. Unless we volunteer because we wish to work more weekends as a way to best meet our own needs, we need the same standard that fellow healthcare workers across the state have had in our union for decades—two weekends off every month.



"No one should have to work every weekend. MA-Cs should be allowed to have input in their weekend schedules to minimize disruption to home life balance. I worked at a clinic where there was a shared rotation and it enhanced the sense of teamwork and community amongst the MAs to be allowed to trade and schedule Saturdays among themselves."

**Ashley Grauman, MA, Primary Care, Everett**

## Next Steps...

Over the next month, we will meet in smaller subcommittees with management to work further on five key issues that we brought to local bargaining.

Our priorities that we will be meeting about this month:

**Sustainable workload for Masters Level Therapists:** We need a workload and schedules that retain experienced therapists and do right by our patients in our Mental Health and Wellness Clinics. We have proposed contract protections for therapists equivalent to those in Kaiser Northwest (Oregon). Our question for management is—how can these protections be right for Kaiser therapists and patients in the Northwest, but not here in Washington? We need these same protections at KPWA.

**PT/OT voice through our labor-management committee:** We need a real voice in changes in our work in PT/OT, especially including the recent change to 40-minute appointments.

**Environmental Services certification:** We want a path forward to increased skill and knowledge through a certification process and certification pay in Environmental Services.

**Weekend schedules:** When clinics have Saturday hours, it's important that we, the staff who do the work, have a voice in how we staff those Saturdays. This—as opposed to management dictating how Saturdays will be staffed, which is what has happened at some clinics—is how we will retain staff and be a high-functioning, accountable team while meeting our patients' needs for increased access.

**Training Fund:** Last year, we reached agreement that the RN/ARNP bargaining unit would join the SEIU Healthcare 1199NW Multi-Employer Training Fund as part of KPWA joining the National Agreement. In this bargaining, we need to operationalize this commitment and also win a commitment to increase the resources of the Training Fund in the future to meet the needs of our future co-workers.

**Our next full local bargaining after these small-group meetings is on September 17.**