



SEIUHealthcare®
United for Quality Care

Kaiser Permanente

September 3, 2019

Update on National Bargaining: We are taking action for a new national agreement

Coworkers in the Coalition of Kaiser Permanente Unions are standing together 85,000 strong across California, Oregon, Colorado, Hawaii, the Mid-Atlantic, and here in Washington for a new National Agreement. We need a new National Agreement that fully incorporates Washington at the same level as Kaiser workers in all other regions, including the full retirement medical benefit, reopening the defined benefit pension, protection from subcontracting and inclusion of the staffing and backfill language.

Coworkers in California and Oregon, whose local contracts expire on September 30, have voted overwhelmingly to strike if we cannot reach a fair national agreement. We supported our union family during their strike votes by wearing our "Union Strong, Bring it On" buttons and stickers in our clinics. We cannot strike in early October while our local contract is still in force, but we will take all the action we can to support our colleagues in California and Oregon. Our nationwide, joint actions so far have had an impact. We have moved Kaiser to return to the national bargaining table. We need to keep the pressure on to get Kaiser to agree to a fair contract locally and full inclusion into the National Agreement.



Next Bargaining Dates:

National Bargaining 9/16, 9/23-24

Local Bargaining: 9/17, 9/27

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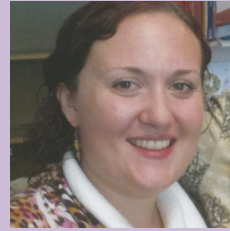


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Our union at Kaiser leads the way in our new Medical Assistant Apprenticeship

When Washington State Governor Jay Inslee allocated resources for the creation of apprenticeship programs for hard-to-fill jobs, including specifically in healthcare, we knew our SEIU Healthcare 1199NW Multi-employer Training Fund would be key to partnering with Kaiser and other employers to launch a first-of-its-kind Labor/Management Medical Assistant Apprenticeship Program.

Together with Kaiser and the Training Fund, we have made the Medical Assistant Apprenticeship a reality. We negotiated how MA apprentices will be a part of our union contracts at Kaiser, how current MAs will serve as mentors to the apprentices and how our Training Fund will administer the program, with Kaiser as a key sponsor. The first cohort of 20 apprentices will start working at Kaiser in September, and mentors have been trained and are eager to share our knowledge as union MAs at Kaiser.



"I am part of the two committees which oversee the MA apprenticeship program. Our members are excited to be mentors and to be the first ones leading the program. The apprentices are really good candidates so I am very hopeful

they will help our mentors, plus fill staffing needs at Kaiser while also gaining a long lasting and lucrative career. When union members have a role in designing, implementing and leading programs like this one, we can ensure the best training for our future healthcare workers." **Carmen Diaz, MA, Anticoagulation, Renton Admin**

WE ARE UNITED ALL ACROSS OUR UNION FOR OUR PATIENTS!



We are more united than ever across our union by our commitment to providing the best care for our patients, and we showed the power of our unity last week at Swedish.

Our call for quality care, fair wages and benefits, racial justice and respect for all was heard across seven Swedish campuses. Thousands of us came out, grabbed a picket sign and a chant sheet and joined the action!

When we support our counterparts at other chapters in our union, we can raise standards across our state and lift up the needs of all patients in a bigger way.

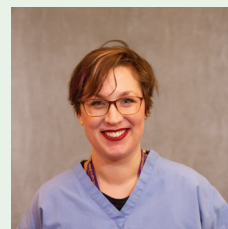


"I went to the Swedish picket because it's important to be in solidarity with my colleagues across town and across the state. We are united in the work we do and the community we serve, and it's important to come together as we are all dealing with the same issues. When we unite as a union 30,000 strong, we can win what is important to all of us. I brought my daughter as both her parents are healthcare workers and I want her to grow up knowing the strength in solidarity."

Alanna Martin, MSW, Capitol Hill

We declared August our month of unity and action at KPWA leading up to our next local bargaining on September 17. We took action all over the state, in our clinics and in the community, to call on Kaiser to settle a fair contract with recruitment and retention wages, a stronger voice in staffing and scheduling, renewed and improved joint committee processes, and other improvements to our local contract that will make Kaiser the best place in Washington to work and receive care.

We connected with our community at the Seattle Storm game!



"It was important for us to have a presence at the Seattle Storm game that Kaiser sponsored to make sure that we were able to counter their message with our perspective. I was very impressed by the community response to our cause. They were overwhelmingly supportive and several people asked directly how short staffing affected them as Kaiser members and also how they could help."

Jessica Wolfe, RN, Ambulatory Surgery, Capitol Hill

We held CBRE and Kaiser Leadership accountable to our patients and our team in Tacoma!



"CBRE, the subcontracted company that manages EVS and maintenance, hasn't been keeping up the standards we expect in our clinic. One of our custodians was bringing their own vacuum to work because the clinic vacuum was broken, and we've had leaks and debris falling from vents. Our whole clinic rallied behind the custodians, an important part of our union team who are crucial to making sure we can provide great patient care. A group of us came together to give the petition to Susan Mullaney, President of KPWA. Subcontracted work leads to lower standards and this is why we need to be fully incorporated into the national agreement, including the section banning subcontracting. We called on Susan and KP leadership to hold CBRE accountable at our clinic and settle the national agreement with us as a full partner."

Cece Pickens, RN, General Surgery, Tacoma Specialty

We called on SWEA management to make contractual commitments to MLT staffing and wages that will recruit and retain in all SWEA positions



"Social workers, Master's Level Therapists and Spiritual Counselors across KPWA stand united for sanity in our schedules and recognition for the important work we do. Management needs to bargain wages that recruit and retain quality staff and to work with us to bring stability and sustainability to our workload so we can provide the high quality care we are trained for and that patients deserve."

Alison Prevost, MLT, Mental Health and Wellness, Capitol Hill

We wore purple and stickers at clinics across the state showing Kaiser we are united!



Regal



Olympia



Bellevue

Rainier Valley



Lidgerwood



Veradale



Kent



Port Orchard



Riverfront



Northpoint



Northgate



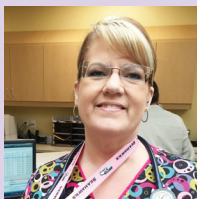
Renton Admin



Tacoma South



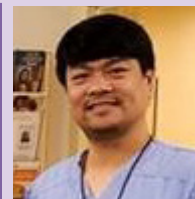
Gig Harbor



"Having solidarity of ALL our members helps management to understand that we are ONE UNIT! We must continue to work together to accomplish a fair contract." **Kari Williams, MA, Riverfront**



"Wow! It was hard to ignore all the purple at Port Orchard today! Everyone, (PT, OT, LPN, MSW, MA, EVS, RN) was excited to show their SEIU 1199NW pride today! We are definitely making KPWA take notice of our solidarity. We are asking for fair, transparent bargaining without confusing KPWA propaganda being sent to our homes. Together we thrive!" **Anne Lunden, RN, Port Orchard**



"At Northgate we are fired up and totally united to take any action necessary to win a fair contract that recruits and retains great staff so we can provide the best care for our patients." **Frederick Marcello, LPN, Northgate**