

Local Kaiser Management Blocks Unique Opportunity to Wrap Up Our Contract

New national contract renews the nation's preeminent labor-management partnership for four years

85,000 Kaiser caregivers, just like us, from all over the U.S. have been standing together in the Coalition of Kaiser Permanente Unions for over a year to re-up and grow the unique Labor-Management Partnership National Agreement. Last week, the Coalition reached a tentative agreement on a new National Agreement with national Kaiser management. Kaiser union members across the country have not seen eye-to-eye with national Kaiser management for months. It took constant pressure, including a strike deadline set by the 80,000 union members whose contracts expired before ours, to reach this agreement. This sustained action moved Kaiser management to back off of many serious takeaways.

As the newest region to come into Kaiser, we had to bargain into all the terms and conditions of the National Agreement. This was a monumental bridge to cross. In fact, a very big part of the prolonged fight across the Coalition of Kaiser Permanente Unions was to get all of the regions outside of California, where Kaiser was founded many years ago, up to parity with California union standards. Progress was made here, but being the newest and having the furthest to go, we didn't get all the same benefits.

The lack of parity on the retiree medical benefit and defined benefit pension is a stumbling block to a quick ratification.

A tentative agreement including wage increases, no takeaways, and increased subcontracting protections was reached for the other regions and they will ratify a new four-year national agreement very soon. But our national bargaining team—frontline KPWA co-workers who represented us at every national bargaining session in California—is holding off on a final recommendation to ratify the National Agreement until we reach an agreement in our local bargaining.

We will only vote to ratify the National and Local Agreements if the entire package is adequate to recruit and retain staff and do right by patients in KPWA over the next four years.

It's on management to wrap up local bargaining and bring labor peace and partnership to KPWA

Schedules that aren't friendly to families are not acceptable

We need fair scheduling and additional raises for jobs that are behind to reach agreement on our local contract.

Our local bargaining last Friday was a perfect time for KPWA management to show their full respect and work with us, not against us, to settle our local contract. Instead, in a last minute hardball move, management's bargaining team dug in their heels to insist on two unreasonable contract provisions that are anti-family and weaken labor standards that have been in our contract and every healthcare union contract in our state for decades. Management wants the right to schedule any of us, with

no restrictions whatsoever, to work every weekend and to work short shifts of four hours, even as part of a full-time FTE, whenever they want. Infringing on time off is the ultimate in management disrespect.

KPWA claims it is the best healthcare system and best place to work, yet management wants to roll back standards that protect our time with our families that have been in place since before many in our current workforce were even born. KPWA wants to partner with unions but roll back protections that are a bedrock of the good jobs union members have united to establish in this country.

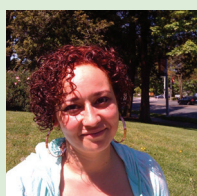
We have no more local bargaining dates scheduled but have conveyed our willingness to return to bargaining at any point management is ready to work with us.

Management must change their bargaining proposals quickly.

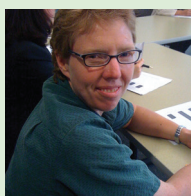
If they don't, we are getting ready to "blow the whistle" on KPWA's missteps. Talk to your bargaining team member about our action steps.



"After working full-time or close to full-time, we spend the weekends with our families and loved ones. By asking us to sacrifice every weekend, management is disrespecting us and our families. We are committed to providing the best possible care to our patients but that care suffers if we don't have time to care for ourselves and our families." **Ashley Grauman, MA, Everett**



We were prepared to stay all night to get an agreement and made movement on some of our issues to show our commitment, but management made some bad choices. They really need to get back on track and we're ready to take the action necessary to get them there." **Tupi Maestas, RN, Shared Procedures, Capitol Hill**



"At local bargaining on Friday, we really thought that we could have a tentative agreement by the end of the day. However, just before midnight, management revealed a previously unknown demand: Give up our weekend protections—so that they can schedule anyone they want, whenever they want. We've fought for our weekends before, and we'll fight for them again now!" **Cathy Jessup, PT, Burien**



"It was an honor to be able to participate in National Bargaining with our Coalition Union members. I am excited about the great benefits and the union strength opportunities outlined by the tentative agreement. Local bargaining has been a struggle. Management has been slow to make movement and they seem to lack understanding regarding the fundamental basics of good faith bargaining. We ended our last local bargaining session pretty frustrated and we have yet to reach agreement in some key areas. We started the day with a visit from Susan Mullaney. We were grateful that she was able to take time to hear our thoughts and concerns. Susan talked mostly about brand positioning, market share and the monitory investment Kaiser has made in KPWA since Kaiser acquired Group Health. We are asking Kaiser to also invest in their workers with fair market wages and mutually agreed upon schedules--schedules that do not include working every weekend, working short/long shifts, working extra days of the week, or working at multiple sites. Do the right thing, Kaiser. We are not interested in lowering working standards for our members!" **Teri Murray, RN, Care Management**