



## Important Update: Workplace Violence Training Due June 30 for Many Coworkers

SEIU Healthcare 1199NW united with other healthcare unions to pass a new healthcare workplace violence law in Washington in 2019. This law requires more robust safety committees, violence prevention plans, and better reporting on safety incidents in our workplaces. It also requires a new, updated workplace violence training.

We as a union have identified a mutual interest with KPWA management in ensuring that every coworker complete this workplace violence training. As part of our ongoing Performance Sharing Plan bargaining for 2020 (see below for what that is), we have reached a tentative agreement with management that our collective rate of completion of workplace violence training will be one element of our Performance Sharing Plan payout bonus that we can earn for this year. Depending on where we work, some of us need to complete the training by June 30 and others by December 31.

The bottom line is, 95 percent of us need to complete the workplace violence training on time for us to have a chance to earn our full PSP payout in early 2021. More important than a monetary payout, though, we know this is the right thing to do to be in compliance with the law and to protect ourselves, our coworkers, and our patients.

We have an opportunity to start off Labor-Management Partnership on a strong foot, earn toward the PSP, and take steps toward a safe workplace by completing the training. Talk to your manager if you need help setting aside two hours to complete the training before June 30. Talk to your union delegate or organizer if you need further assistance.

What?	Who and When?	How?
Workplace violence training, required by law and as part of our Performance Sharing Plan (bonus) goals for 2020	<p>Coworkers in the following departments, as established by the state, need to complete the training by June 30.</p> <ul style="list-style-type: none"> <li>• Mental Health and Wellness</li> <li>• Day Surgery</li> <li>• Urgent Care</li> <li>• Home health and hospice</li> <li>• Departments under the Capitol Hill hospital license</li> <li>• Staff that support surgery centers and hospitals—including departments like Environmental Services and some specialty departments whose patients may be in the hospital or in day surgery. (talk to your manager if you are not sure about your department)</li> </ul> <p>All other coworkers need to complete the training by December 31.</p>	<p>The training is:</p> <ul style="list-style-type: none"> <li>• Two hours on paid work time</li> <li>• Online at KP Learn</li> <li>• Ok to be interrupted—we can do some training and then come back and finish when we have time.</li> </ul>



"We all need to make sure we complete our Workplace Violence training by June 30! This training is important for us and our work. Additionally, completing this training is part of how we earn our PSP payout bonus in 2021 that we bargained and won! If you need time to complete the training and your manager isn't giving you the time to do so, please reach out to your delegate or organizer."

**Jamie VandenBos, MA, Silverdale**

## P-S-What?! PSP 101:

This past year, through our unity over more than a year of bargaining and national action, we reached agreement with management to join 80,000 workers across the Coalition of Kaiser Permanente Unions in the Kaiser National Agreement. We are now establishing and rolling out the many new benefits of the national contract. The “PSP,” or the Performance Sharing Plan, is a new benefit where we earn a bonus by partnering to achieve jointly bargained goals. Here’s how it works:

- Each year, at the beginning of the year, union members and management jointly develop goals around Quality, Service, Affordability, and Safety. There’s also a goal around Attendance that we bargained at national bargaining last year.
- We are almost done with the PSP bargaining for 2020. More info coming soon on our other PSP goals!
- We spend the remainder of 2020 working jointly to meet our PSP goals.
- We receive a payout in early 2021 based on how we did collectively in meeting the goals. The target payout is 3 percent of the total payroll for all of us across the Coalition, divided up among the participating employees, but we can get an even bigger payout, up to 4.5 percent of the total payroll, if we exceed our goals to a certain level. Coworkers familiar with the PSP who came to KPWA from other regions know that in some years, workers in some regions have earned as much as \$2,000 in PSP payouts.

The Coalition of Kaiser Permanente Unions is having conversations with Kaiser at a national level around how Covid-19 affects the PSP program for this year, particularly around whether the attendance goal that we bargained in 2019 remains appropriate for this year and about whether the regions have to meet a “gate” of financial performance this year in order for us to be eligible for the PSP payout. Our union position is that we need to look at these things differently due to the huge Covid-19 disruption.

### Our PSP Bargaining Team from SEIU Healthcare 1199NW

**Kevin Carter**

Custodian, Tacoma

**Leslie Cohn**

ARNP, Nursing Home Services

**LeNae Jackson**

MA, Primary Care, Olympia

**Cathy Jessup**

PT, Burien

**Teri Murray**

RN, Care Management, Harrison

**Marie Neumayer**

MA, Primary Care, South Regal

**Jamie VandenBos**

MA, Primary Care, Silverdale

Our team joins with representatives from OPEIU 8, the Coalition of Kaiser Permanente Unions, UFCW 21, and the Alliance of Healthcare Unions to bargain our PSP goals with KPWA management.



“I am very excited about the new union benefit we have as Kaiser union employees. We have the opportunity to receive a bonus for the hard work we do for Kaiser. As union members, we can give our input on how we can achieve our goals for the bonuses. We are currently working hard to make sure these are attainable.”

**Marie Neumayer, MA, Primary Care, South Regal**

## We're uniting for consistency of lead, preceptor and charge pay

Through our union, we have a voice to ensure we are paid fairly and consistently for the work we do. For many years we have often had different interpretations of the contract language around Charge, Lead and Preceptor roles from management, and that has led to disputes and grievances regarding pay for these roles. We raised this issue at the bargaining table and got management to agree to a joint labor-management committee process to clearly define these roles so we have a mutual understanding of the expectations of the roles, how these roles should be assigned and so that we can make sure we are always paid when we are assigned this extra work.

Our committee has had productive conversation over the past several months and is nearing final agreement about all of these roles.

We know that some of us have been doing these roles and not been correctly paid the associated premiums because managers were not correctly applying our contract language or there was confusion around the role.

Through this committee process, we have a chance to review these situations and if the work we have been doing falls under these roles, reconcile the situation, potentially including back pay and an appropriate designation going forward. **If you believe you have been doing Charge, Lead or Preceptor work and have not been paid for that role, contact [danielled@seiu1199nw.org](mailto:danielled@seiu1199nw.org) no later than July 15, 2020. This is a time-limited opportunity to fix these situations.**

We are working to finalize the role documents and will distribute them soon. Some initial important clarifications made for each role are:

### Charge RN

The charge nurse plays an important role in providing leadership within the department and facilitating the delivery of effective, efficient, and safe care to our patients. A charge nurse will generally do a substantial portion of the responsibilities in the role document, although depending on the department and need, there may be situations where certain responsibilities are not needed or applicable. This role may be ongoing, temporary or rotating.

### Lead

A lead plays a beneficial role by assisting in the coordination of the work, enhancing the team's effectiveness, and serving as an expert of the work itself. A lead will generally do a substantial portion of the responsibilities in the role document, although depending on the department and need, there may be situations where certain responsibilities are not needed or applicable. This role may be ongoing or temporary.

### Preceptor

A preceptor is an experienced employee who has completed identified in-service programs or the equivalent, who is proficient in clinical teaching and communications skills, and is assigned by the Employer the responsibility for training other employees and/or students in Employer-specified training programs. In most cases, one preceptor will be assigned for the duration on a new employee/student's onboarding, education and training plan. All job classes which utilize the preceptor role are eligible for preceptor pay. Charge RNs and Leads may concurrently be preceptors.

### Lead/Charge/Preceptor Committee:

**Laura Kilberg**

RN, Urgent Care, Tacoma

**Trish Nail**

MA, Primary Care, Gig Harbor

**CeCe Pickens**

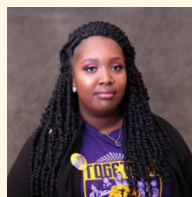
RN, General Surgery, Tacoma

**Alison Prevost**

MLS, Mental Health and Wellness, Capitol Hill

**Wendy Rychwalski**

ARNP, Primary Care, Northgate



"There has been a lot of grievances and confusion when it came to the charge, lead and preceptor role and associated pay.

I'm beyond excited that we were able to reach agreement surrounding the role and designation of each position. We were able to narrow down each role so there is no more guessing if a person should be assigned and compensated for the work they are doing. Members should be recognized for this vital role within our organization without hesitation from management. This is great news for our members. We are looking forward to rolling out this information to everyone on this great step moving forward!"

**CeCe Pickens, RN, General Surgery, Tacoma**

Black union members not only have to work twice as hard to be seen as equal, we have to do that under the constant fear of violence from police and vigilantes spurred on by anti-black racism in this country we built!

Let's come together as a community of Black members of SEIU here in Washington State to talk about everything that has been going on over the last several weeks, months and centuries in this country and how it is impacting us. This will be an opportunity for us to hear from each other about what we are doing, what we can do and what support we can give each other.

## WHO

Members of SEIU WA AFRAM, Black Leadership caucus or any SEIU member who identifies as Black or African American in Washington State.

## WHAT

A serious conversation for Black SEIU members about the current state of our nation.

## WHEN

June 20th at 1:00pm - 4:00pm via zoom

## HOW

<https://us02web.zoom.us/j/87961644980>

**Meeting ID:** 879 6164 4980

One tap mobile

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