



Good news! Our contract documents are here!

Our union is our strength in uncertain times. Our local and national union contracts together protect four years of raises, stable health and retirement benefits, and employment security to keep a job and income at Kaiser even as the organization changes.

Our local union contracts are now available to all of us! Read your contract on the union website and bookmark this page or download a copy for your reference.

Access contracts by clicking your bargaining unit: [Service](#) | [RN](#) | [PT OT](#) | [SWEA](#)

The national Coalition of Kaiser Permanente Unions is working with Kaiser nationally on finalized national contracts and we expect those will be available in the coming weeks or months.

In the months since we ratified our contracts, we've been working hard as a union to implement the new protections and standards we achieved:

- Received our first set of across-the-board raises, with more coming up in October
- Increased weekend differential for all Service workers (MAs, LPNs, ED Techs, and others), SWEA staff, and ARNPs, and shift differential for SWEA staff
- Undone the involuntary every-weekend schedules for MAs at the clinics where management implemented them
- Are in final discussion about updating the Low Census process in the RN contract
- Expanded our Physical Therapy and RN Joint Labor Management Committees
- Are in process of auditing pay steps in Nursing Home Services to move up a step those NPs who are behind, relative to coworkers, in terms of their pay for their experience
- Successfully reached agreement with management on our first Performance Sharing Plan (bonus) goals with the Coalition of Kaiser Permanente Unions (look for a joint statement from the unions and management with details!)
- Implemented the new national Tuition program, with RNs also joining the SEIU Healthcare 1199NW Training Fund for additional education support

How do our raises work?

Most union members receive two raises per year:

- We move up one step on our pay scale on our anniversary date of hire each year ("step increase")
- Each October, everyone at Kaiser in our union gets a raise. We will get a minimum 2 percent raise in each of the next three years. Each October, we will also receive an additional 1 percent in compensation, which may be a raise (for a total of 3 percent) or may be a bonus, depending on Kaiser's margin this year in our region. This bonus is separate and in addition to the Performance Sharing Plan bonus we are eligible for at the end of the year.
- In addition to these raises, some coworkers whose jobs are especially behind will get additional "market adjustments." Next up, all SWEA staff, with the most significant raises to Bereavement Coordinators and Spiritual Counselors, LPNS, and Custodians will get an additional raise in October 2021.

Due to the possibility of our October raises being either 2% or 3% each year, the parties did not prepare wage scale charts for the next three years. We will prepare wage scale charts with management each year once we know the raises for that year.

Talk to your delegate to find out the latest and get involved.



Welcome Contract Specialists!

Welcome to Le’Nae Jackson and Frederick Marcelo as our new Contract Specialists. Through the National Agreement, Kaiser pays Contract Specialists to work full-time with their union on projects of labor-management benefit, including implementing the union contract, recruiting and mentoring delegates, and working on building labor-management committees and programs, on a one-year leave of absence from their regular position.

Le’Nae and Frederick are joining in as the first SEIU Healthcare 1199NW Contract Specialists starting this month. Frederick will work primarily with union members in Snohomish County and Seattle, while Le’Nae will be based in Olympia and Pierce County.

We are excited to grow member leadership in our union through the Contract Specialist program. There will be more possible roles for Coalition union members through the Labor-Management Partnership working on implementing National Agreement programs starting in the fall!



“As your new contract specialist, I am excited about this new transition we are all on. All the hard work we all put in to become part of the coalition, the LMP and getting the national contract, we are about to see the fruits of our labor. I look forward to what the collaboration will bring.” **Le’Nae Jackson, Contract Specialist, MA, union delegate and executive board member, and bargaining team member from the Olympia clinic**



“I have always been fascinated with how the interpretation and execution of contracts and agreements between labor and management can make or break an organization. As a contract specialist, I would like to think that this position can help our members know their benefits and understand better their rights. I am honored to provide support and representation when needed.” **Frederick Marcelo, Contract Specialist, LPN, union delegate, and bargaining team member from the Northgate clinic**

National Update: Protected COVID-19 Leave Extended

We have advocated nationally for Kaiser to reinstate the 80-hour COVID-19 leave benefit that national management elected to discontinue in mid-June. Management is hearing us, and this week they announced that they have agreed to reinstate the 80 hours of COVID-19 leave through September 30.

The new protection will be retroactive to when the old hours expired on June 14. This is good news! We continue to call on management to reinstate the childcare subsidy as well.

Eligible for Unemployment Insurance? Helpful tips to get your payments

Some of our coworkers who have had Unemployment Insurance claims accepted after a furlough or hours reduction have not received unemployment payments.

During the COVID-19 crisis, our Union legal team can help with Unemployment Insurance issues.

If we have not received our Unemployment Insurance payments after successfully applying, we can send an email to COVIDLegalAid@seiu1199nw.org with our name, employer and our preferred phone number, and our union legal team will be in touch.

The 1199NW legal team can also help us if our Unemployment Insurance claims are denied. Email COVIDLegalAid@seiu1199nw.org for assistance.



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