



SEIUHealthcare®
United for Quality Care

Kaiser Permanente

October 16, 2020

We're Moving Forward in Partnership

We are actively involved in shaping what the national agreement looks like in Washington

Updates on the implementation of the Labor Management Agreement

When we worked hard to bargain the National Labor Management Partnership (LMP), one of the most exciting aspects was the role we as members would have in bringing the partnership to life here in Washington. While the COVID-19 pandemic has delayed our plans, we are excited to announce we are moving forward on implementing much of the language in the national agreement.

We are currently working to set up committees which will include representatives from frontline staff in our union, as well as OPEIU and management, to implement the national language on the Employment and Income Security Agreement, Issue Resolution and Corrective Action, No Mandatory Overtime, No Cancellation of Shifts, Workplace Violence, Paid Delegate Training, Union Leave and Paid Time for Delegate Work. In addition, we have started or will soon be starting several more committees such as Workforce Development, Engagement, Unit Based Teams Planning, Growth and Staffing.



"I'm excited to take a role as a union partnership representative. We will collaborate with management at Kaiser to support the

organization, our coworkers, and to be the best place to work and provide the best and most affordable patient care."

Tim Ma, PT, Bellevue

Welcome our new LMP Special Assignment Roles

In addition to our two Contract Specialists, Le'nae and Frederick, we are excited to announce four more special assignment roles — the Union Partnership Representative (UPR) and the Growth Ambassador.

The UPR provides the support that is needed for workers represented by the Coalition of Kaiser Permanente Unions (including us), managers and physicians to have an effective partnership. The main focus of the work of the UPR is to support the development of the LMP to achieve performance improvement results while mentoring, supporting and empowering labor, therefore, ensuring that we become successful partners in the LMP environment.

Three of our frontline staff members have accepted a year-long position in the UPR role. Please welcome **Tim Ma**, PT, SEIU delegate, Bellevue; **Teri Murray**, Liaison Nurse, SEIU delegate and Executive Board member, Harrison Medical Center; and **Marie Neumayer**, MA, SEIU delegate and Executive Board member, South Regal Medical Center

The Growth Ambassador will participate in virtual tours and special events promoting Kaiser to unionized purchasers and members, and will engage potential and current members through a number of channels. **Laura Kilberg**, Staff Nurse, SEIU delegate and Executive Board member, from the Tacoma and Silverdale Urgent Cares has accepted this part-time position and will be a great representative to explain how the integrated care model and Labor Management Partnership makes Kaiser the best place to receive care. Please welcome Laura to her new role.



"As a nurse in the Urgent Care, a twenty-year employee of Group Health/Kaiser and a leader in our union I have gotten to see all the ins and outs of what makes Kaiser a great place to work and to receive care. Because of our integrated care model, our patients can get all the care they need in one location and we can see the full scope of their care so we can close gaps and make sure they are getting everything they need. That's part of what makes Kaiser unique. I'm looking forward to sharing my experience in providing great care and partnering to solve problems in a way many health care settings just don't do."

Laura Kilberg, Staff Nurse, Urgent Care, Tacoma Specialty



Our Annual Wage Increases and Lump Sum Payments are Coming Soon!

As part of the Kaiser Permanente Coalition of Unions, we bargained an annual wage increase of 2%. We will also receive a lump-sum bonus of 1% based on earnings from pay period 19 in 2019 through pay period 18 in 2020.

We should see the pay increase and the lump-sum payout in our paychecks on October 30, 2020.

Please contact your union delegate or Organizer if you have questions. You can see the updated pay scale and our full contract on our website by visiting seiu1199nw.org/chapters/kpwa



"In times of uncertainty and crisis, I have had the privilege of working side by side with some of the best and brightest heroes. Let's encourage full support by our organization and the recognition of us silent heroes by honoring us for the daily sacrifices we have made!"

Kiki Themelis, RN, Urgent Care, Capitol Hill

We Make Kaiser Thrive – In Times of Prosperity as Well as During a Global Pandemic

Sign the pledge today!

We are part of the 85,000 frontline Kaiser healthcare workers in the Coalition of Kaiser Permanente Unions and we continue to risk our lives and the safety of our families to make sure our patients receive quality, compassionate care during the COVID-19 pandemic. We are absolutely critical to our nation's response to the health crisis and we take deep pride in our jobs.

Our hard work and dedication have enabled Kaiser to achieve unprecedented growth and financial success, including \$4.5 billion in profits from just April to June of 2020. Now, as we face a potential second wave of COVID-19—combined with the flu season—it is imperative to retain experienced, qualified staff by recognizing and valuing our commitment with the **Kaiser Hero Bonus**.

We have called on Kaiser to pay every Coalition union member in every region the Performance Sharing Plan (PSP) bonus in March of 2021, regardless of whether our regions met the target, as the Kaiser Hero Bonus. The PSP bonus is 3% of payroll and we would normally have to meet certain agreed-upon metrics, such as improvement to attendance, in order to receive the bonus. This year, we are calling on Kaiser to replace the categories we use in non-pandemic years with a reward that fully recognizes our resilience, dedication and courage, and to pay us all the full bonus amount as the Kaiser Hero Bonus.

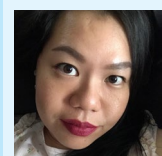


➔ **Sign our pledge: HeroBonusPledge.org** ➔

Custodians can now advance our skills and get paid for becoming certified

Through our EVS workgroup, where Custodians and management meet to resolve issues specific to EVS, we have come to agreement about how to implement the language we bargained in our local contract which gives certified custodians an extra \$1/hour premium. We can use our \$3,000 annual CE money from the National Agreement to be reimbursed for the cost of the certification course.

We will reach out to custodians directly with more information about how to use our CE benefit to become certified and start earning more money while increasing our skills and knowledge.



"This is a great opportunity for us to make more money, learn new skills and gain additional respect by becoming certified in environmental services. I plan to get certified and hope you all will join me."

Chua Vu, Custodian, Tacoma Specialty

It's open enrollment time!

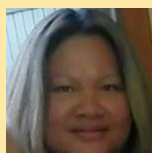
Each year in the fall, we can make any necessary changes to and enroll in benefits for the following year. This year's open enrollment is **October 12 through October 30, 2020**.

Some things to remember!

- Elect new coverage in your Health Care FSA and Dependent Care FSA — this must be done each year if you wish to participate in this benefit.
- New this year: you can do an In-Service Cash-Out (ISCO) for 2021. This means cashing out a portion of PTO you'll earn in 2021. Check MyHR for more information about the ISCO program.

We're protecting ourselves, our families and our patients by getting a flu shot

We're getting the flu vaccine to protect ourselves and the people around us who may be more vulnerable to serious flu illness. Medical experts recommend that everyone get a flu vaccine each year. Every healthcare worker we know who can safely take the flu vaccine should always get one so they don't pass along flu to their patients or their family members.



"Flu activity is going to start to pick up, and we can expect more cases in the coming months. And it's more important than ever to get vaccinated this season while we're also fighting the coronavirus. That's why I'm joining my coworkers in taking the flu vaccine to protect myself and my loved ones." **Kim Tautolo, MA, Smokey Point**