

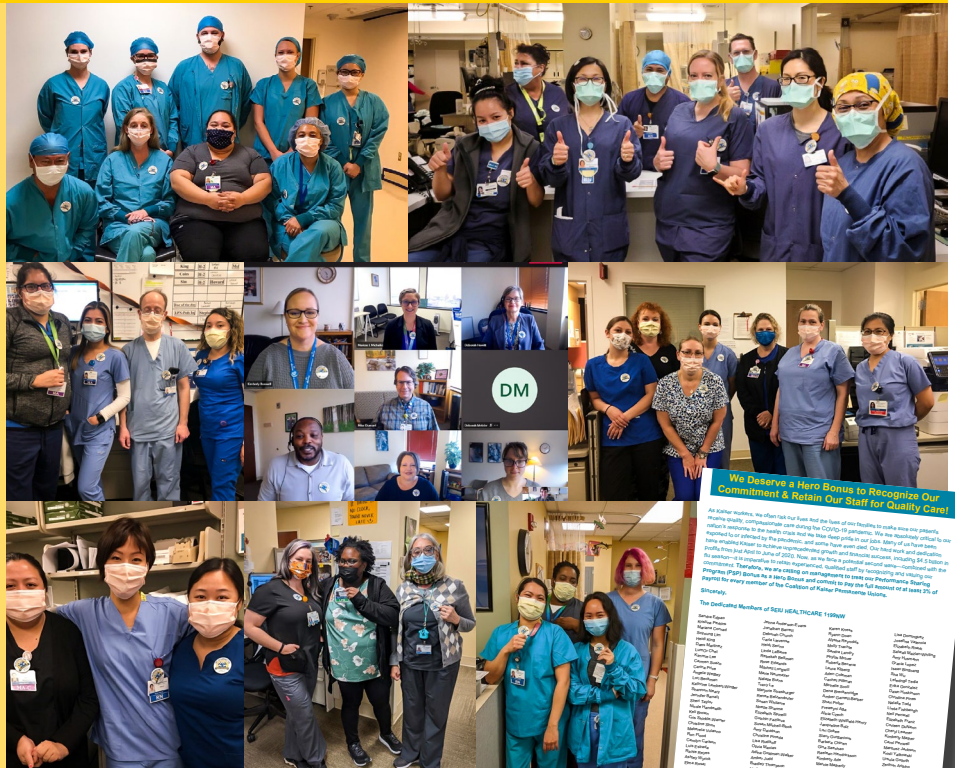


We make Kaiser thrive, in times of prosperity and during a global pandemic

We joined our Coalition partners in every KP region to deliver our Hero Bonus Petition to Leadership!

Last week, we joined close to 13,000 union members nationally in signing our Kaiser Hero Bonus Pledge and delivering petitions to Kaiser leadership. Locally in Washington, we buttoned up in our workplaces and presented our petition to Susan Mullaney, president of Kaiser Permanente Washington.

We will continue to wear buttons to show leadership we know we are heroes and we deserve recognition for our work during the COVID-19 pandemic. 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 joined forces to show management that we know we are frontline heroes. We have gone above and beyond day in and day out providing care on the frontlines of this pandemic. We all earned and deserve the 3% Hero Pay Bonus. KP, we are calling on you to do the honorable thing and show that you recognize our hard work and dedication!”
Lisa Dominguez, MA, Primary Care, Federal Way

National Agreement Now Available

Because of our bargaining in 2018, we are now part of a coalition of over 80,000 union members across the country at Kaiser. Because of our strength and unity, we were able to bring the National Agreement here to KPWA.

The 2019 Coalition of Kaiser Permanente Unions National Agreement is now available to read and download from the Labor Management Partnership website. **A PDF version is also linked here.** The National Agreement outlines exciting benefits, many new to us in Washington, including:

- Our annual wage increases, 2%, plus an additional 1% if we meet a set margin, or a 1% lump sum bonus if we do not.
- The Performance Sharing Plan (PSP) annual bonus, up to 3% of payroll if we meet certain agreed-upon goals.
- Our new education funds totaling \$3,000 for each member. This is in addition to our local Training Fund benefit for members of the RN unit and Service groups.
- The Employment Income and Security Agreement (EISA) which guarantees our members wages and benefits for up to one year in the rare event of a layoff.
- Our new retiree medical benefit which gives us a spending account for medical costs after retirement.
- And so much more!

Check out the agreement here: <https://www.lmpartnership.org/2019-coalition-national-agreement>

In addition to the benefits of the National Agreement, we are now members of the Labor Management Partnership. This gives us a seat at the table so the voices of frontline union members are included in the decisions that affect us and our patients.

Check out the details of the Labor Management Partnership here: <https://www.lmpartnership.org/>

Updates on Implementation of the Labor Management Partnership

When we worked hard to bargain our way into the National Labor Management Partnership (LMP), one of the most exciting aspects was the role we as union member and frontline staff have in bringing the partnership to life in Washington. Although the COVID-19 pandemic has delayed some parts of the implementation and means we have to be creative in how we meet to get the work done, we are excited to announce progress on several different aspects of the LMP implementation in Washington. We now have several new committees working together with management and our labor partners, OPEIU and UFCW, to figure out how we want to implement this language here in Washington.

- **Workforce Planning and Development-** Creates a culture that values and invests in lifelong learning and enhanced career development opportunities.
- **Issue Resolution and Corrective Action-** A defined non-disciplinary issue resolution process and a clear step-by-step corrective action process.
- **No Cancellation of Shifts-** Would prevent us from being mandatorily sent home due to low census in Home Health & Hospice and units covered by the hospital license like CHIPs.
- **No Mandatory Overtime-** To avoid the mandatory assignment of unwanted work time outside of schedule requirements of the posted position.
- **Delegate Education and Union Leave of Absence-** Monthly training for union delegates, paid time for delegates doing representational activities and short-term and long-term leaves to do union work.
- **Qualified Bilingual Staff-** A premium paid to staff who can do language translation services for our patients.
- **Employment Income Security Agreement (EISA)-** Provides a year of paid retraining and health benefits if our jobs are eliminated due to layoffs and we want to stay at Kaiser.

Prioritizing Wellness in our daily lives and during a global pandemic

Despite a global pandemic, which turned our worlds at home and at work upside down, we have continued to prioritize wellness and have had the highest participation in our Wellness Program ever, meaning most of us (91%) earned some discount on our healthcare premiums in 2020 and 77% of us received the full premium discount. As we shift our attention to bargaining our health benefits in coalition with our union partners, OPEIU and UFCW, in 2021, we should be proud of the work we've all done to make 2020 such a successful year for wellness.

Wellness Committee members are Teri Murray (Liaison RN, Kitsap Care Management), Carmen Diaz (MA, Anticoagulation Services, Renton Admin), Bobeya Krishnek (Occupational Therapist, PT, Northgate), Tina Nisby-Gibbs (Mental Health Access Coordinator, Mental Health Resources, Renton Admin.) and Sheree Cash (MA, Pediatrics, Tacoma Steele Street).

