

# Through unity with 85,000 coworkers across Kaiser, we won the hero bonus

**Bonus checks of as much as \$2,160 are coming this next pay period!**

Because we are part of the Coalition of Kaiser Permanente Unions, we have 85,000 colleagues who are in our corner who we can call upon to stand with us for what's right at Kaiser. This summer and fall, Kaiser Coalition union members took action from the East Coast to Colorado to California to Washington to call on Kaiser to pay out our full Performance Sharing Plan bonus for 2020 as a "hero bonus," in recognition of our commitment and risk in the face of an unprecedented pandemic. Here in Washington:

- ★ Hundreds of coworkers signed a letter of unity to President Susan Mullaney in support of the hero bonus, which we delivered virtually.
- ★ We buttoned up across Kaiser clinics.
- ★ We wore stickers in support of the "fallen healthcare heroes" who have died due to COVID-19—including Kaiser workers in fellow Coalition unions in other regions, as well as healthcare workers in our union here in Washington.
- ★ We held moments of silence outside of our clinics.



Our action paid off. In late December, Kaiser CEO Greg Adams announced Kaiser's commitment that **every eligible Kaiser worker would receive 100% PSP payout for 2020**, regardless of whether we met the performance goals we bargained for PSP in pre-pandemic early 2020. **This amounts to as much as \$2,160.25 for full-time coworkers.**



“We all risked our health and the health of our families to show up to work during a global pandemic. I'm proud that we stood together and got Kaiser to recognize that they need us all—EVS, RNs, MAs and all—to keep KP up and running. We wouldn't have gotten anything if we didn't fight for it together. We deserve this recognition and the bonus.” —**Chua Vue, Custodian, EVS, Tacoma Specialty**



“It's such a great feeling to have management acknowledge all of the hard work we provided since the beginning of this pandemic. We have all been tested in so many aspects of our lives due to COVID and working in healthcare. Kaiser recognizing the sacrifice we have made to ensure our patients are cared for during these unprecedented times, is an indication of how valuable each of our roles are in making this organization work! I'm glad that we are able to see this acknowledgment in a tangible way.” —**Cenetra Pickens, RN, General Surgery, Tacoma Specialty**

## We won a hero payout despite mixed PSP results

We met some of the PSP goals we bargained for 2020 as a direct result of our effort—such as workplace safety, where 99% of us took the new workplace violence training module.

It is not surprising that we did not meet every goal, given the huge disruption of the pandemic. For instance, the goal around increased numbers of patients getting three types of preventive screenings would have been very hard to meet, given how many patients converted from in-person to virtual appointments and postponed encounters with care providers. In addition, our region did not meet the “financial gate” overall financial targets that management asserted were necessary for us to get any PSP payout at all.

## Having a UNION and STANDING STRONG made the difference

- ★ Getting 100% payout in Washington is a direct result of the unity and action of union members here and across the Kaiser Coalition.
- ★ Without our continued action to win a different result, management’s position likely would have been that we were entitled to zero PSP payout in our region.
- ★ Instead, there will be a payout of over \$7 million in the region that means as much as \$2,160 for each eligible union member.

## NEXT STEPS

We are starting 2021 PSP bargaining in March jointly with OPEIU Local 8, UFCW 21 and the Coalition and Alliance. Talk to a PSP bargaining team member to get updates and share your ideas.

## HOW DOES THE PSP PAYMENT WORK?

The PSP is a benefit Kaiser union members won nationally in the National Agreement (p 57 of the 2019 Coalition National Agreement available at [www.lmpartnership.org](http://www.lmpartnership.org)). The PSP is a potential annual bonus paid around March following the year upon which it’s based. In normal years, we earn the PSP payment by collectively meeting targets we bargain in several areas. The bonus is calculated as follows:

- ★ Management contributes 3% of coalition workers’ total payroll if we meet 100% of the goals (what they are paying this year, even though we didn’t meet all the goals).
- ★ This 3% of total payroll (around \$7 million this year) is divided among the total number of Coalition union members.
- ★ A person has to be compensated for 1800 hours (meaning hours worked or that were in a paid leave status like PTO) or more in 2020 (around 0.86 FTE or higher, worked for the entire year) in order to receive the maximum payout—this year, \$2,160.25.
- ★ If a person was compensated for less than 1800 hours, they receive a payout pro-rated based on their hours.
- ★ All FTE statuses are included, including per diem coworkers, although coworkers who work less than full time have the payout pro-rated as described above.
- ★ In general, we have to be employed by Kaiser in a union-represented job on December 31, 2020 to get the payment, but there is an exception so coworkers who retire or transfer to a non-union-represented job at Kaiser can get payment pro-rated for the period of the year they were part eligible.

### 2021 SEIU Healthcare 1199NW PSP Bargaining Team members:

**Mike Dumont**  
*MLT, Mental Health and Wellness*

**Le’Nae Jackson**  
*Contract Specialist, South Region*

**Laura Kilberg**  
*RN, Urgent Care, Tacoma*

**Tim Ma**  
*Physical Therapist, Union Partnership Representative*

**Frederick Marcello**  
*Contract Specialist, North Region*

**Teri Murray**  
*RN, Union Partnership Representative*

**Marie Neumayer**  
*MA, Union Partnership Representative, Spokane*

**Genetra Pickens**  
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