

— RESPECT OUR WORK, RESPECT OUR PARTNERSHIP —

Real partnership takes communication and collaboration, not unilateral mandates

Kaiser unilaterally implements COVID-19 Vaccine Mandates; Sidesteps Coalition and Partnership Process

This week, Kaiser Management announced its vaccination mandate – a decision made without engaging us through the Coalition of Kaiser Permanente Unions (CKPU) or utilizing the partnership process. We are disappointed and upset that Kaiser excluded the expertise and experience of those working on the frontlines of the pandemic from this process. Instead of using our Partnership to advance our shared goals of public health and worker safety, Kaiser chose to unilaterally implement their decision and alienate us, their partners.

What's next?

Coalition demands to bargain impacts of vaccines mandate and pushes Kaiser to act in partnership

On Wednesday, August 4, the Coalition sent an official demand to bargain over the impacts of Kaiser's unilateral implementation of the vaccine mandate and is pushing to schedule the meeting quickly.

Read the letter [HERE](#) or scan the below QR code.



The work of Coalition members has saved countless lives during this pandemic, and we will not let the voices of those who have given and risked so much– including their own lives— be brushed aside.

The Coalition remains committed to holding Kaiser accountable to working with its labor partners. We strongly believe that we can most effectively address these issues, and those yet unseen, by working together in partnership rather than Kaiser acting unilaterally and without our members' input.

delaying our joint work to reach our goals in Washington— goals that benefit our patients, Kaiser as an organization, and our coworkers.

Our Coalition PSP bargaining team believes the right course of action is to maintain the same percentages (weights) as we've previously had so we can reach a PSP agreement and begin the important work of improving care and our workplace to reach our goals. **We are calling on Kaiser to maintain the current weights and settle an agreement now so we can get to work.**



"As healthcare workers we know that vaccines save lives and help prevent serious illness from COVID. That's why I got vaccinated and encourage my friends and family to do the same. We need to do what's right to protect our patients and stop the spread of this pandemic, so we can all get back to our lives. But we also have a partnership, and Kaiser should have come to us as labor before mandating vaccines so we could work together on the best path forward. I'm disappointed that they left us out of that conversation."

- Grace Lopez, Medical Assistant, Tacoma Specialty

Kaiser's missteps at the bargaining table delay our joint work on Performance Sharing Program goals

Throughout the pandemic our work as the frontline staff has been what our patients have relied on. That work deserves recognition, and our Coalition National Agreement offers multiple ways to recognize us, one of which is the **Performance Sharing Program (PSP) bonus**.



"If Kaiser's real interest is to make the PSP successful, then they would want us to get started on meeting the goals as soon as possible. If their real interest is to make it harder for us to be successful, then they will continue to push this issue of changing the weights."

- Tim Ma, Union Partnership Representative, Physical Therapist, Bellevue

As thousands of SEIU Healthcare 1199NW and OPEIU Local 8 union members across the Washington region united together as the Coalition of Kaiser Permanente Unions (CKPU), we bargain together for our PSP bonus each year. The PSP work we do collectively throughout the calendar year, as part of receiving the bonus each spring, improves both our workplace and the care we provide to patients. That's why we've bargained goals in five different areas to work on in partnership, and if we meet our goals, we're able to secure our bonus. It is a foundational piece of our partnership work with Kaiser Washington—it benefits everyone and improves morale.

For PSP to be successful, we need time to work on it together with management, but we can't do that until we have an agreement about the PSP goals. Unfortunately, in the past several weeks, just as we believed we were about to reach an agreement on our PSP goals and begin the work associated with it, management has put forward a proposal to change the percentage (weight) of how each goal area counts toward our PSP bonus. While nearly every other region has reached an agreement already, this move is

Financial Gate – What is it and what does it mean for us?

As members of the Coalition of Kaiser Permanente Unions (CKPU), we have had the opportunity to bargain into the Coalition National Agreement between the CKPU and Kaiser Permanente. Within that agreement is the Performance Sharing Plan (PSP). **The PSP includes a set of metrics and criteria that we jointly bargain with local Kaiser management, that if we meet those goals, we get a cash payout for every eligible member.** In March 2021, we received the Hero Bonus, which was a special agreement for us to get the full payout for 2020’s PSP, regardless of having met the goals or not. However, management is now saying that we must hit a certain revenue margin as a region, a financial gate, if we hope to receive any payout, even if we hit all of the goals that we jointly bargained.

There is no mention of a financial gate in the National Agreement. There was no discussion or agreement around a financial gate at National Bargaining. And the practice of having a financial gate is inconsistent in the other regions. Management believes they have a right to unilaterally set a margin goal, that we have no control over or voice in setting it, which will determine if we receive the bonus. We disagree.

We have initiated the national dispute resolution process by filing a local grievance to fight management’s position that there is a financial gate. If we do not resolve this dispute locally, it will be escalated through the national issue resolution process, joining disputes over the financial gate in other Kaiser regions.



“The Performance Sharing Program is how frontline staff can have a positive impact on the performance of Kaiser in Washington and be rewarded for that work. We have been stressed by the trauma of the pandemic and short staffing. Will we want to work for the PSP if there is no hope of a payout? We need to hold the line that there is no financial gate.”

- Teri Murray, Union Partnership Representative, Liaison RN, Care Management

We call on management to respect our partnership and the joint work we’ve done to set PSP goals, and to pay out the PSP bonus without an arbitrary financial gate.

Kaiser must take immediate steps to address HRConnect failings

In January Kaiser decided to change the time keeping system from Kronos to HRConnect and it has been a horrible transition for many of us. We have not been paid on time, have been overpaid or underpaid, PTO/ EIB accruals are not accurate, retirement contributions are incorrect and more. We have filed a grievance on behalf of our members and have advanced it to arbitration. It has been well over 6 months and there are still outstanding issues that management has been slow to move on. This is unacceptable. We are being penalized for Kaiser’s mistakes with the rollout of HRConnect. Kaiser must immediately and urgently work with us to resolve all outstanding issues and make us financially whole.

Outstanding HRConnect Issues

Topic	Status	Necessary steps
PTO accruals	Accrual rates are corrected but issues remain with incorrect balances, accruals not accessible for use timely and inadequate communication to impacted members. EIB balances are missing for some members.	List of all members impacted by PTO/EIB accrual errors with explanation of error and remedy. Process to identify staff who had to take unpaid leave due to balances being wrong and paid remedy needed. Communication to impacted staff about exactly what the errors were, what the remedy was and who to contact if they are still having issues. Remaining individual issues need to be corrected: eg. assurance that PT workers who pick up extra straight time shifts are accruing PTO, pay code union business is accruing PTO PTO & EIB balances need to be corrected for people who were underpaid/overpaid. Identify and remedy missing EIB balances. Accruals need to be available for use as soon as they are earned.

Ed Leaves are not correct	Management says LPN leave is fixed. Other ed leaves still have errors. Follow up steps inadequate.	List of all impacted members and any retro payments made to correct the issue/any ed leave balance corrections. Staff/managers need targeted communication/outreach with description of error, remedy and point of contact if questions. Verify that all ed leaves are correct in system. Correct identified errors.
Overpayments	Management doing outreach to staff to have them set up repayment plans. Lack of adequate support for members in understanding amount they owe and tax implications. Lack of full information- copies of repayment slips provided to union.	Members need detailed explanation overpayment calculation and tax implications of different payback options prior to people needing to repay. Need corrected pay records. Provide regular status updates– names, amount owed, status of repayment agreement, etc. We need to be involved in discussion with any member who has not agreed to repay – understand what issues are and help resolve – all repayments should be mutually agreed. Paid time for consultations needs to include time off of work. Consultants need to be available to staff on nights/weekends. Confirmation of repayment provided to member and SEIU.
Retirement reversals	Employer taking out excess retirement contributions, plus earnings on that \$.	Impacted members need notifications of all reversals before they happen—detailed explanation of math used to determine amount, date amount will be taken from account, point of contact if staff have questions/concerns. Vanguard accounts “locked” when people try to withdraw funds. Need to be unlocked.
Premium/Cert Pay	Not correct	Fix the system so people are paid the same as before and issue corrections.
Pay slips are too complex	People don’t understand how to read their pay slips	Tutorial on how to read pay slips/how to access all accrual information. Webinar or module. Paid time to complete and access to computers provided.
Overall audit of pay	We have asked for a comprehensive audit of pay and accruals. Management has not agreed. They say they are unable to do an audit.	Outside audit to identify all errors and fixes. In the meantime, we need names of all impacted members and explanation of type of error/remedy.

Community Resource Specialists deserve more than lowered standards

While Community Resource Specialists are a fairly new role at Kaiser in Washington, we have become a critical part of the care team that patients and coworkers rely on. That’s why it’s so disappointing that Kaiser management came to our last bargaining session with a proposal for our Spokane members to have a lower wage scale than Western Washington, for us not to get the same across-the-board wage increase in 2021 that all other SEIU members will get, for no additional wage increase to get us on

the union wage scale and no proposal to adjust existing pay inequities for our group. Every other group of workers who have recently joined our union have gotten a much better wage agreement from Kaiser.

The proposal was so insulting that we told management we couldn’t even begin to write a response and they needed to try again. We didn’t join a union to set lower standards, we joined to raise our standards and have a voice in our work.

We know that what happens in our very small bargaining could have big impacts when our 3,000 SEIU coworkers go back to the bargaining table in 2023, and that if we accept a lower standard, Kaiser could try to use that as a precedent to lower standards for everyone. We are committed to holding the line on behalf of all SEIU members and not settling for less than what we deserve and have earned as committed members of the care team.



“I’m shocked that Kaiser would bring us such a terrible wage proposal. We are told Spokane is the same, that we are one KP. We are rolling out new screening processes and asking Spokane to do the work to pilot. To give those on the eastside a scale that’s so low is unacceptable. I’m at a loss for words. I’ve put in my time and seniority and am proud to work for Kaiser. This proposal says they aren’t proud of our contributions. They have to do better.”

- Ruth Winkler, CRS, Silverdale



“In the past, there were different wages for LPNs and MAs between Western Washington and Eastern Washington. We have already had that fight and now the current contract has the same wages for employees on both sides of the state. We are NOT going to go down that road again and CRSs shall also have the same wages regardless of which side of the state they work on. They all work for Kaiser—same job title, same work, same wage—we will not agree to anything less. All of us in SEIU support the CRSs having wage parity.”

- Nancy Wittman, RN, Consulting Nurse Services

Career Resources SharePoint site: A resource for all our education needs

Together with KPWA and our labor partners, OPEIU and UFCW, the Workforce Development Committee has developed an online tool to help us access all educational resources available, with instructions on how to utilize each one. Information on our SEIU Multi-Employer Training Fund, tuition reimbursement, CE funding, career counseling and more can now be found on SharePoint. Click [HERE](https://spcloud.kp.org/sites/WWFPD) for more information:

Scan the QR code or visit

<https://spcloud.kp.org/sites/WWFPD>



†Must be on KP Network to access site.



“The training fund has many benefits outside of paying upfront tuition. I have personally taken advantage of the free TEAS workshop/prep, free continuing education and skills courses they have available (alongside tuition reimbursement). I started at Group Health as a CNA and, using the Training Fund and other education resources, just graduated with my Master of Science in Nursing. It’s important to know the Training Fund has an array of tools available for free to members, that can be utilized outside of taking formal classes, and that we have other education benefits through Kaiser and our national agreement. Don’t hesitate to use this website, because there may be the resources you are wanting or need for free.”

- Cenetra Pickens, RN, MSN, Tacoma Specialty

