



We Won an Agreement that Moves Us Forward!

A super majority of us unanimously voted “YES” to ratify our agreement and join the SEIU Service contract!

“Over the past year, with our shifting management and joining a new department, voting to join the union couldn’t have happened at a better time. Being union gives us security, consistency. A voice in the workplace and the ability to bargain wages and benefits at the same table as thousands of other union members. We strived throughout the process to keep everyone’s interests in mind. The compensation package we won is reflective of our experience, skills, talents and respects the importance of our roles on the team. I voted YES to ensure the quickest and smoothest transition to better benefits and representation.”

-Ruth Winkler, CRS, Silverdale



We won a voice in the workplace!

Unity across KP: We will bargain our wages, benefits, and working conditions in a local contract together with over 3000 other SEIU Healthcare 1199NW members and a National Agreement with tens of thousands of other members of the Coalition of Kaiser Permanente Unions. We are stronger together!

Delegate leadership: Community Resource Specialists who are trained in our contract and problem solving will assist us in investigatory meetings, grievances, and resolving issues in the workplace. Delegates also represent us in voting annually on our state-wide union’s plan and budget and get paid time for monthly training and skill building.

Negotiations for improvements: Community Resource Specialist representatives will once again participate in bargaining on behalf of coworkers in 2023, along with the rest of our 3000+ SEIU represented coworkers locally and tens of thousands of Coalition members nationally.

Equity, Inclusion and Diversity Committee: we are working to address and disrupt racism and inequity in the workplace, jointly with management, WPMG and the other unions. This includes the development of an urgent action structure process to ensure these types of complaints are addressed quickly and staff are safe in the workplace.



Job security through our union contract

Respect for Seniority: Recognition for longevity given based on years of service as regular employee. e.g. First choice of new job postings, etc. Last to be laid off.

A defined work unit: Defined work unit so we know who will be affected by layoffs, rebids, job postings.

Discipline/Discharge Only for Just Cause: Protection from unjust discipline and termination. Management must meet 7 elements of Just Cause to issue discipline/discharge, such as completing a thorough investigation, advance notice of rules, reasonable and fair. Management must use system of Progressive Discipline- coaching, verbal, written, final, termination. We are currently working to implement the National Agreement Issue Resolution and Corrective Action language which separates systems issues from performance issues and prioritizes a non-punitive process to resolve issues and retain staff at Kaiser, rather than using discipline to build a case for termination.

Our Delegates can attend investigatory meetings and grievances on paid time.

Grievance Procedure: An enforceable process to dispute violations of the contract or unjust discipline/discharge. We can now take disputes to binding arbitration.

Layoff protections: Protection from indiscriminate layoffs. Defined process with advanced notification and management needs to bargain the effects with us. Employment Income Security Agreement program with the option for paid retraining into a different role rather than layoff.

Protections from subcontracting and mandatory overtime in the national agreement.



We won wages that respect our years of service and give credit for past experience



Wages:

- 1. A defined wage scale with guaranteed annual increases on our step date.
- 2. Placement on the wages scale after 90 days at the step that gives all of us between 3.01% and 14.80% wage increases for all of us! An average wage increase of over 9%. Retro payment back to 11/22/21.
- 3. An additional 2% across-the-board wage increase plus a 1% lump sum (or additional 1% on the scale) on the first full pay period Oct. 1, 2022, less \$0.09 per hour contribution to the LMP Trust. Because this contribution comes out of the future wage increase, we won't see a reduction in pay but will see the huge benefits of joining the national agreement.
- 4. Step increases every year on our step date of 3% starting 1/1/2022. For TPTs, steps based on hours worked. Retro payment for step dates occurring between 1/1/2022-implementation date.
- 5. Possibility to earn an additional 3% bonus each year through the Performance Sharing Plan, where we bargain the metrics required to earn the bonus and work together to meet them in the region.

Credit for Experience: By July 31, 2022, the Employer will complete an audit of past experience both inside and outside of KPWA. Staff who are eligible will get additional steps on August 31, 2022 to place them on the step that reflects their past experience. The bargaining team will meet with management to define what "continuous relevant experience as outlined in the job description" includes and a specific timeline, as well as a process for any new hires who currently have an offer extended to them with a non-union pay rate offer.

Lead premium: \$1.25/hour.

TPT premium: 10% additional wages in lieu of benefits

How our raises work as union members:

Between now and the end of 2022 months, we will all get at least three wage increases:

Starting the first full pay period after 90 days from ratification- everyone increases to \$26.69/hour + Step increase on step date in 2022 + 2% across-the-board increase +1% lump sum or increase that all SEIU Healthcare 1199NW members at KPWA receive in October 2022.

Moving forward, we will have two wage increases each year: an "across-the-board" increase for all in October and a step increase on our step date until we reach the top of the wage scale.

In 2022, those of us who are not on a pay step equal to our experience will receive additional steps, in addition to these two regular increases.

Voice in staffing decisions and strategy at KPWA

Unit-based teams—labor-management workgroups in every work area.

Staffing levels needed to take into account adequate replacement of absent coworkers, determined in unit-based teams.

Regional partnership council structure—a seat at the table in the organization-wide strategy of KPWA.

Organized voice in workforce planning, including committees on Workforce Development and regarding how automation and technology affects our jobs.

Frontline voice in policies on scope of practice.

Safety committees- national voice in safety and violence prevention plans.



Recognition and funding for our education

Compensation for leave:

- Up to \$3000/year reimbursement for CE including course fees, licensure exams, and directly related expenses. \$750 can be used for travel.
- Additional \$3500 per year in upfront tuition funding through our SEIU Multi-Employer Training Fund, along with other educational support like career counseling, ESL and computer literacy.
- 24 hours of annual paid ed leave time.

Preceptor Pay: Assigned preceptors paid premiums of \$1/hour. We will be meeting with management to define how precepting applies to our role.

Paid Delegate Education Time: 4 hours monthly or 8 hours every other month for skill building and workshops.

Secure benefits for ourselves and our families

Low Cost Health & Dental Benefits: Changes to premium rates, costs, and plan design must be bargained with us. We can see providers on the network list for behavioral health needs. We bargain medical, dental and wellness benefits jointly with UFCW and OPEIU next year. We will have a new open enrollment period early next year to select our union benefits plans and any money we've paid towards our deductible on the HMO plan will transition over.

Innovative Wellness Plan: We have the ability to help design and improve plan through bargaining and ongoing Benefits Committee.

Life insurance: \$10,000 provided by employer with option to buy more.

Secure retirement benefits: Defined contribution plus 403(b) "match" plan. Employer contributes a base of 6.3% plus matches 100% up to an additional 2.7% (if we contribute 3%) for a total of 9%. This is the best DC plan for a private healthcare employer in WA. Changes must be bargained.

Retiree Medical HRA: \$350 for every year of eligible service into an HRA on retirement after 15 years of service if we are at least age 55 at retirement. We can use the HRA towards healthcare costs on a KP plan.

30 years of service = \$10,500

We intend to bargain for a higher amount, similar to other regions, in 2023.

PTO Accrual in tandem with EIB: PTO accruals at our current rate.

EIB for when we are sick: 48 hours per year (prorated for part-time employees) into the Extended Illness Bank for use in the event of extended illness. Accrual rate of 1.85 hours per pay period or .023 hours per hour worked. Maximum accrual in bank of 500 hr. Accessible after 16 hr of PTO. Can purchase STD plan to supplement.

Fair Vacation Scheduling: Defined process very similar to what we currently use, with the option to switch to the language in the Service agreement if at any point we decide that process would be better for us.

Holidays: 8 holidays plus 1 floating holiday. Additional days of if holiday falls on RDO. Management must work together with us to develop a fair holiday rotation schedule. If KPWA decides they want us to start working holidays in the future, they have to bargain the impacts of that change and our contract includes extra pay for holidays.

Protected Leaves of Absence: Enforceable language for Military Leave, Health Leave, Family Leave, Dependent Care Leave, Jury Duty, Bereavement Leave, Sabbatical.

NEXT STEPS

You will receive a copy of the signed agreement and the SEIU Service Contract and National Agreement via email within the next week.

You will get to nominate delegates to represent CRS.

You can access our union's website at [SEIU1199nw.org](https://seiu1199nw.org) to find copies of all contracts and member communications, a list of union delegates and contact information in case you need to reach a union organizer.

