

We're Calling on Kaiser to Do Better Now, and Going into 2022! Better staffing, better standards; in Washington and across the country

We Must Make KPWA the Place We Want to Stay: Recruitment and Retention Bargaining

As healthcare professionals our goal is to provide the highest quality care to our patients and communities. In order to do that, we need the appropriate staffing levels. The COVID-19 pandemic has added significant challenges to our work and pressure on our already diminishing staffing levels. This makes it harder to recruit and retain quality staff. We know that there is a shortage of healthcare workers across the country and that all healthcare organizations are dealing with this crisis. That means that KPWA must rise above other employers to attract and retain current staff.

Our SEIU Healthcare 1199NW Executive Board and Union President, Diane Sosne, met with KPWA CEO, Susan Mullaney, and the Senior Leadership team to share the impact the staffing crisis is having on us as frontline workers. Management agreed to begin meeting with us to bargain ways to improve recruitment and retention. Our goal is to make certain that we have what we need to continue providing the excellent patient care that we've given throughout the pandemic.

For us, that looks like a retention bonus for those of us who have committed ourselves to our roles at KPWA, market adjustments for hard-to-fill jobs with wages lagging behind other employers, increasing float pool capacity, better incentives for picking up extra shifts and improving the painfully slow posting, hiring and onboarding process so we don't lose candidates. Now is the time for us all to stand up and call on Kaiser to do better!

We've also agreed to work with Kaiser leadership by jointly engaging with the state legislature to provide more funding for healthcare career pipelines that will get more candidates into the healthcare field. This is an essential long-term step to ending the shortage of healthcare workers in our state. We are also working together with our SEIU Multi-Employer Training Fund on career pathways, pipelines and apprenticeships to help people through healthcare career paths and into the Kaiser system.

"Our frontline workers are suffering. Burnout. Fatigue. Providing excellent care to our patients becomes more challenging every day. Management must understand the toll that our current staffing crisis is having on frontline staff. It's not just about bringing new people into KPWA, it's about rewarding and keeping the staff we already have that are giving 200 percent every day. In addition to an improved recruitment package, we must make KPWA the place that people want to stay and continue their careers."

– **Leslie Cohn, ARNP, Nursing Home Service, Union Partnership Representative**



We continue to push Kaiser to resolve the ongoing HRConnect Issues that have plagued us for a year

We come to work every day and provide great patient care. In exchange for that, Kaiser pays us for our labor, but Kaiser hasn't kept up with its end of the deal. While many of the HRConnect payroll issues have finally been resolved, we continue to struggle with getting resolution to the most impactful issue: overpayments.

Many of us are being told we need to repay large amounts of money, but Kaiser is failing to provide us with accurate, timely information we need to understand the repayment obligation or tax implications. It remains our position that Kaiser must provide accurate accounting of the overpayments we received, how they calculated the repayment amounts and the impacts of the different options to repay, and that if we have any out-of-pocket costs related to tax advising or filings, Kaiser reimburse us for those costs.

We continue to meet regularly with Kaiser to push for resolution and are moving forward with taking our grievance before an arbitrator if Kaiser can't resolve things on their own.

What to do if Kaiser is telling me I owe a repayment:

- 1) If you feel confident that the amount you are being told you owe is accurate, fill out a repayment agreement and repay the amount.
- 2) If you do not feel confident and need more information, schedule a consultation with the HR Service Center. **Make sure you create a case number.**
- 3) If you've attempted step 2 and do not have the information you need or have not been able to connect with a consultant, reach out to your delegate or organizer with the details of your situation and your **case number** for more help.



WE STOOD UP FOR FAIRNESS & QUALITY PATIENT CARE – AND MADE HISTORY.

As Kaiser pushed two-tier wages and benefits on Alliance union members and the Local 39 Operating Engineers strike passed its second month, Coalition union members responded with action. Together, we:

- Exposed Kaiser’s greed by flyering co-workers and the public
- Were the first in a wave of sympathy strike announcements that helped change the tide at the bargaining table
- Organized tens of thousands of workers nationwide for a sticker action calling on Kaiser to prioritize patients over profits
- Held the largest sympathy strike in over a century: 40,000 SEIU-UHW, OPEIU 29, and IFPTE 20 union members at 21 facilities in Northern California said we care enough about another group of workers to leave our jobs, give up pay, and stand with the with striking Kaiser Local 39 Operating Engineers.

ALLIANCE UNIONS RATIFY 4-YEAR AGREEMENT

Key Highlights:

- Defeated two-tier and aligned lower regional wages and benefits to national standards
- 3%, 3%, 2%, and 2% annual wage increase and maintained benefits
- New language to address regional staffing issues and backfill

MORE AT [AHCUNIONS.ORG](https://ahcunions.org)

STANDING SHOULDER TO SHOULDER, WE FELT THE STRENGTH OF OUR COLLECTIVE POWER. WE ARE PROUD OF THE PART WE PLAYED TO HELP BRING ABOUT A FAIR CONTRACT FOR ALLIANCE UNION MEMBERS. WE STILL STAND STRONG WITH LOCAL 39 ENGINEERS. WE REMAIN READY TO FIGHT WHENEVER KAISER GREED THREATENS QUALITY PATIENT CARE.



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