



Retention Bonus Bargaining Update: We're United for a Retention Bonus for ALL Coworkers

We all know this winter has been an extremely challenging time at Kaiser for us, our families, and our patients. As a union, we proposed an equitable, thoughtful retention proposal that would compete effectively with the recruitment **and retention** pay being offered by just about every other healthcare system in Washington. Hundreds of us advocated that management work with us immediately to reach a retention agreement and stop the hemorrhaging of staff.

On the eve of the announcement that Kaiser Permanente earned \$8.1 BILLION for 2021, KPWA management came back to the table with a divisive and selective proposal. While it is progress that we are having conversations about a retention bonus and that management is ready to invest meaningful resources in this effort, management's proposal will defeat the purpose of keeping our members in-house and not joining other organizations. Kaiser's proposal is to offer a retention bonus in varying amounts to some of us, but to exclude many of our sibling members.

Excluded from management's retention proposal

- RNs working in Solution Center, Quality, and Pharmacy
- MAs working in Continuum of Care, Quality, Solution Center, and Pharmacy
- All LPNs
- All ARNPs except those working in Mental Health and Wellness
- All PT/OTs
- Community Resources Specialists
- Some SWEA workers, including Behavioral Health Care Coordinators
- HUCs
- Ortho Techs
- Home Health Aides
- Pastoral/Spiritual workers
- MMTs
- Several other job titles
- And all TPTs

Kaiser also wants to EXCLUDE anyone who had a discipline in the past two years from getting a retention bonus — a proposal that disproportionately impacts our BIPOC (Black Indigenous and People of Color) and lower-paid coworkers, and allows a manager decision about something as small as a verbal warning to greatly impact our financial future. These illogical approaches will make a good number of our members feel unappreciated, insulted, and will disrupt our working environment.

Earlier in the pandemic, when almost everyone was scared and hesitant to work at the COVID-19 vaccination sites, a huge number of employees from this excluded list went to jump and pick up shifts to help in rolling out and sustaining the needs of these sites. Now, they are being left out of management's retention proposal.

Let's unite as one for retention bonuses for ALL our SEIU Healthcare 1199NW siblings. We encourage everyone to email Kaiser President Susan Mullaney (Susan.E.Mullaney@kp.org) to keep the pressure alive and demand KPWA hears us. We need to tell management that their counterproposal will not help KPWA retain workers, but instead will lead to unhappy, unappreciated, and insulted employees. What we told management:

"All of the excluded staff have and still continue to play a role in Kaiser's ability to provide excellent care during the Covid pandemic. A lot of employees, if not all, supported the clinics so that business could remain up to par and still make millions of dollars in profits for the Kaiser organization. To think that you won't have retention issues with the excluded employees when they hear how the work they did and continue to do has no value is a huge mistake on your part. Speaking just on behalf of the RN's, LPN's, and MA's at AMS, I am hit weekly with their knowledge of other organizations like Valley, UW and Swedish giving out retention bonuses and sign-on bonuses, making them want to leave Kaiser and AMS because the work is grueling and they feel unappreciated. I urge you to reconsider how this will make the excluded employees feel and I hope you can see you will have retention issues in these departments or with workers you are excluding if you do not change your proposal!" -**Carmen Diaz Reddick, MA, Anticoagulation**



Important Survey about Education, Training, and Development at KP

Our Workforce Development committee of labor and management has worked hard to bring the National Labor Management Partnership Workforce Development survey to Washington. This survey is about our interests in education, training, and growth at Kaiser and how management, labor, and our Training Fund can best support us. Please participate in the survey by February 28, 2022. It is worth it, so we have a voice in how labor and management develop opportunities like apprenticeships, training programs for current workers, and continuing education workshops.

Take the survey here:

<https://1199nw.org/34WBzhY>



SEIU Healthcare 1199NW LMP Workforce Development Committee representatives:

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