

Retention Bonus Bargaining Update: We are fighting as one to win for everyone

We are united for a \$6500 retention bonus in Kaiser Permanente Washington for every SEIU Healthcare 1199NW coworker. For the past few days, our members have sent hundreds of emails and messages to KPWA President Susan Mullaney and others in management voicing our sentiments about leaving no coworker behind. We have approached our directors when we have seen them in joint labor management committees, signed departmental petitions, and spoken up in team meetings. Today, our Executive Board coworkers met with management for the third time, calling on them to see the light and recognize that our proposal is fair and will help KPWA to keep our dedicated and loyal employees. We could have reached an equitable agreement that will benefit our members and patients. But today, KPWA leadership came back to the table with almost no changes from their proposal earlier this month. **While management has agreed to pay a retention bonus for some jobs and roles, they are leaving out more than 600 coworkers from receiving ANY local retention bonus.**

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 has doubled down on their divisive proposal to exclude our valued team members from their retention proposal. As a union, we are bargaining in good faith to reach agreement on retention. We have moved away from our proposals for a mid-contract raise beyond what is in our contract and for reinstated Covid leave—despite having every justification for these interests—to focus on reaching agreement on our \$6500 retention bonus for EVERYONE. Instead, KPWA leadership treats us, their employees, like NUMBERS and DATA, excluding us from the bonus if the stats about our job don't meet certain metrics. But we are humans, we have feelings and emotions, we are all invested in this company, and we all should get respect and felt valued.

We need to unite and tell KPWA management that their selective retention bonus proposal is unacceptable. Talk to your delegate about the action we can take in our department as next steps.

\$1500 National PSP Payment is Separate from our Retention Proposal

The Coalition of Kaiser Permanente Unions recently reached agreement with Kaiser about a payment to all employees in lieu of the Performance Sharing bonuses across all regions of Kaiser. Please see the update below from the Coalition of Kaiser Permanente Unions. **This deserved payment is fully separate and apart from our retention bargaining in Washington, which is ongoing.**



"How can they choose who is better to receive a bonus? Don't they realize that if you exclude people, you will lose people? We all deserve a retention bonus, not just the few they think deserve the bonus. We are one KP. We all work in interconnectivity to keep our patients safe."
Marie Neumayer, MA, Union Partnership Representative

Update from Union Coalition on flip side 

February 18, 2022

Coalition Moves Kaiser to Increase 2021 Bonus Payout in Regions Not Meeting PSP Financial Gate

For weeks, the Coalition of Kaiser Permanente Unions (CKPU) has been in continued discussions with Kaiser about the PSP bonus for regions they say did not meet the "financial gate" necessary to trigger a PSP bonus which applies to every region except Northern California. There are ongoing disputes that are currently being adjudicated on the link between the financial gate and PSP bonus payout in several regions.

The Coalition called on Kaiser to pay the full PSP bonus to all Coalition union members regardless of the financial trigger, but they were not willing to do so. Kaiser initially offered to pay \$1000 to full-time workers and \$750 to part-time employees (coded less than 32 hours).

Coalition union leaders across the nation expressed our strong and widespread disappointment with Kaiser's position. In response, Kaiser has agreed to increase their "thank you" bonus payout to \$1500 for employees who were coded at 32 hours/week or more in 2021 and \$1000 for those who area coded at less than 32 hours/week, regardless of the region meeting the financial gate. On-call and per diem workers are also eligible for this bonus.

Employees whose bonus or incentive plan met their targets and are expected to pay out more than \$1500 will receive the higher payout. In NCAL, where the financial gate was met, PSP bonuses will be based on how each service area and the region overall performed on the goals established for the year (details available later this month).

Bonuses will be paid in March of 2022. Employees in SCAL must have been hired/rehired prior to 9/27/2021. Employees in NW, HI, CO, and MAS must have been hired/rehired prior to 10/02/2021. There is no comparable hire/rehire date requirement for NCAL or WA employees.

Please contact your local union representative with any eligibility questions or concerns.

The uncertainty around the PSP bonus this year is one more reminder of the importance of 2023 bargaining and our need to be united and ready to stand up for fairness and recognition.

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