

## Kaiser, do the right thing: Recognize all of us with a retention bonus!

After our last bargaining session on February 17, management did not budge on their proposal to single out some members for a retention bonus while ignoring others. This is insulting! We will not stand for this! Our members are engaged and in agreement that we ALL deserve a retention bonus!

In a show of support, we have signed a petition across departments and held a sticker up this week to let management know we are united in **everyone** receiving the bonus. We are calling on the managers and directors who see every day how hard we work as a team to advocate to upper management that no one be left behind.

All staff have worked tirelessly during the pandemic, one group no more so than the other. All staff are important and we all value each other. We will not let management divide us! We stand together!

We return to retention bonus bargaining on March 2.



“Over the past few years all healthcare workers have been under enormous stress and our healthcare workers here at Kaiser have been loyal and have responded to every request from management. We have stepped up when needed outside our areas, we have worked when staffing has been short, we have worked while emotionally and physically drained. Kaiser is aware of the high risk of losing workers due to burnout and/or receiving better pay and sign on bonuses from their competition. Unfortunately, KPWA leadership has decided they value some workers more than others. All KPWA healthcare workers deserve to be treated equally regardless of their job classification or where they physically work.”  
-Teri Murray, Liaison Nurse, Care Management, Union Partnership Representative

“It’s disappointing to know KP management has decided to exclude some of its employees from receiving retention bonuses. All staff members have worked tirelessly and contributed equally throughout the pandemic to ensure that KP members received excellent care regardless of the circumstances. We ask Kaiser leadership to recognize these efforts by accepting our retention proposal for all employees. Attempting to exclude certain roles from receiving this bonus would be a disservice to these employees’ commitment to this organization and its mission.” -Cecily Dash, MA, Rainier







“All of the job classifications represented by SEIU worked together as a team to get KP through, some even having no choice but to take extra shifts so that clinics and consulting nurse service could still function. One job class should not be made to feel inferior to another when we all are supposed to be a team. I don’t remember them saying, ‘Please, LPNs, do not sign up for extra shifts to man covid tents or vaccine clinics.’ Maybe we missed the memo...because we still **SHOWED UP!**”  
**-Amy Butcher, LPN, Poulsbo**

“In many clinics I have visited this week, staff tell me they do not want to work side by side with their co-workers knowing that some have received a retention bonus while others have not. This feels divisive and grossly unfair. It feels like management is telling them some are more important than others. It is not a useful strategy for either retention or hiring new staff. Kaiser must recognize **ALL** of us; we stand together in our work and the care of our patients.” **-Leslie Cohn, Contract Specialist, ARNP, Nursing Home Services**



## How to take action to support HB 1868

Every day, healthcare workers like us work in unsafe conditions in hospitals across Washington, but it doesn’t have to be this way. Ensuring safe staffing standards in hospitals, as proposed in House Bill 1868, would reduce patient deaths and adverse outcomes, improve patient satisfaction, and reduce healthcare worker burnout.

Send a message to your legislators using our digital contact tool. Scan this QR code with your phone camera to send a message!

Tip: Enter your home address and the tool will automatically identify the legislators in your district.



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