

As we head towards the bargaining table, we're improving standards at Kaiser through our continued unity

Across our union, we're fighting to demand respect and improve working conditions for cleaning workers

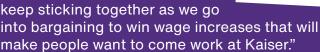
Those of us who clean the clinics and facilities at Kaiser know that without our work, the rest of the patient care team cannot safely do their jobs. We prevent infection and ensure that our patients have a positive experience in a clean setting from the moment they enter our doors. But Kaiser is not setting us up for success. Chronic short staffing that was present before COVID has only been exacerbated during the pandemic. We are working hundreds of thousands of hours of overtime and have many vacancies in our units. Together, we filed a group grievance to address the excessive and often mandatory overtime we've seen, and recently we reached a settlement agreement with Kaiser that will make the following improvements:

- ★ Changes our job title from Custodian to Environmental Services (EVS) Tech by January 1, 2023 to align with healthcare industry standards and show respect for the specialized skillset required to do infection prevention in a healthcare setting
- riangler Commits Kaiser to strive to fill all existing vacancies in EVS with permanent employees
- make the process to assign overtime by rotation to the contraction in the contraction in the contraction is a second contraction in the contraction in the contraction in the contraction in the contraction is a second contraction in the contr
- Requires Kaiser to share all overtime data through the end of the year with the EVS Workgroup so we are able to discuss further measures to reduce unwanted overtime
- Implements a script managers should be using when assigning extra hours or shifts clarifying that we can decline to work overtime unless we are explicitly told that overtime is mandatory
- Requires managers to work with staff to prioritize work when assigning extra areas and to utilize the abovementioned script if assigning extra areas will result in overtime.

Remember!

The National Partnership Agreement explicitly prohibits mandatory overtime in almost all cases unless Kaiser follows a specific process developed jointly by labor and management in our region. Mandatory overtime should not be happening on a regular basis.

"Kaiser needs to do better to staff our department so we don't have so much chronic overtime and this agreement is a good step forward. The name change shows respect for the skills we have and will help us find qualified new hires. We need to keep sticking together as we go



Chua Vue, EVS, Tacoma Specialty

New certification coming soon for EVS Techs in partnership with the SEIU Healthcare 1199NW Multi-Employer Training Fund!



Advanced Certification for EVS Technicians (ACET) is a 24-hour training program jointly developed by our employers and labor, including on-site guidance and assessment provided by mentors, to advance our skills and earn better pay through the EVS certification pay language in our contract. We will be able to advance our knowledge and competencies in promoting a culture of safety, infection prevention, cleaning solutions, tools and equipment, waste handling, green training and team and patient engagement. In our last bargaining, we won \$1/hour certification pay for EVS techs who obtain certification.

We will be working in partnership to bring this program to Kaiser. More info coming soon!

We call on Kaiser to respect and recognize our hard work

Union Contract Bargaining Survey 2023

"Every vote counts towards the goals that the union is setting for its members and Kaiser. Each member's input is valuable in shaping our future. We should all think about how the expectations that we place on Kaiser are realized."

- Cecily Dash, MA-C, Rainier



Make sure your voice is heard! Take the bargaining survey today:



1199nw.org/3PUHlxs

Follow us and be part of the conversation @SEIUHealthcare1199NW seiu1199nw.org





The Coalition of Kaiser Permanente Unions honors frontline workers' continued contributions to patients this Labor Day in the face of a severe staffing crisis.

COALITION OF KAISER PERMANENTE

On the eve of the 25th anniversary of the historic Labor Management Partnership, Kaiser Permanente faces record attrition and vacancies, jeopardizing the patient care experience.

This Labor Day, the Coalition of Kaiser Permanente Unions honors frontline workers who tirelessly show up for their patients at Kaiser Permanente despite a worker staffing crisis that is pushing them to the limits and undermining the patient care experience.

Pandemic stress, burnout, and severe short staffing sparked an exodus of healthcare workers across the nation that continues at Kaiser Permanente. Add in inflation eating away at the value of wages, and the result is record levels of attrition and vacancies at Kaiser Permanente. The strain on the remaining understaffed workforce accelerates even more frontline staff leaving the field, exacerbating the problems.

The current staffing crisis is undercutting the patient care experience. Patient complaints to frontline staff about longer wait times, less personally focused care, and inadequate time for care are piling up.

In the past, Kaiser Permanente, with its historic Labor Management Partnership, would not have been so vulnerable to this massive test of the workforce. As the 25th anniversary of the Partnership between Kaiser Permanente and the Coalition of Kaiser Permanente Unions approaches, the Coalition calls on Kaiser to address the healthcare worker staffing crisis and treat it as the patient care emergency that it is.



"Through our historic Partnership, we transformed Kaiser Permanente into the leading healthcare system in the country. We must return to that commitment and use those tools to accelerate hiring and retain our dedicated frontline workers and stop the degradation of the patient care experience."

- Caroline Lucas, Executive Director, Coalition of Kaiser Permanente Unions

The Coalition includes 85,000 frontline healthcare workers throughout California, Colorado, Hawaii, Maryland, Oregon, Virginia, Washington, D.C., and Washington State. The Coalition and Kaiser Permanente founded the Labor Management Partnership (LMP) in 1996 as a new approach to labor relations by developing a joint strategy to lead organizational change, creating an environment of continuous learning and improvement, and involving the workforce in decision-making. It is the largest, longest running, and most comprehensive of such partnerships in the United States.

Our Local Union Leadership joins the call on Kaiser management in Washington to step up to the Partnership

As part of the 80,000 member-strong Coalition of Kaiser Permanente Unions, we are calling on local Kaiser management to step up to the partnership to take on the healthcare worker staffing crisis and treat it as the patient care emergency that it is. This Labor Day, our executive board and union President, Jane Hopkins, joined Coalition unions in every region in demanding that Kaiser:

- Revamp and streamline the hiring process from beginning to end
- ★ Establish a \$25 minimum wages throughout Kaiser
- n each region, adjust pay scales in classifications where current rates are not attracting talent
- To Scale up the investment in growing the workforce of the Future
- Address worker burnout
- Restore respect for frontline workers' voices
- Toolidify the commitment of on-call workers
- Abolish experience barriers for all entry-level jobs and build and support robust on the job training

See the full letter and list of demands here: unioncoalition.org/LMP25



"It's empowering to take action in WA and know we are standing in unity with 80,000 other coalition members across the state to call on Kaiser to do something tangible to address staffing shortages and retention." - Atalanta Pierre-Louis, RN, Northgate



Our Kaiser Executive Board		
Atalanta Pierre-Louis, RN	Jamie Vanden Bos, MA-C, Contract Specialist	Nancy Wittman, RN
Carmen Diaz, MA-C	Laura Kilberg, RN	Teri Murray, Liaison RN, UPR
Cathleen Jessup, PT	Leslie Cohn, ARNP, Contract Specialist	Teri Sterling, MA-C
Cecily Dash, MA-C	Marie Neumayer, MA-C, UPR	
Chua Vue, Custodian	Mike Dumont, MLT	

Talk to your delegate or organizer about how you can make your voice heard and join in the LMP@25 asks!





