







# Vote Times

Date	Location	Time
Monday, June 5	Capital Hill, Main Building	6:00am - 8:00am, Conference Room D618/624
		11:30am - 1:30pm, Conference Room D618/624
		6:00pm - 8:00pm, Conference Room D618/624
	Olympia	6:00am - 8:00am, Conference Room C/B
		11:30am - 1:30pm, Conference Room C/B
		6:00pm - 8:00pm, Conference Room C/B
Tuesday, June 6	Bellevue	6:00am - 8:00am, Conference Room W430/W432
		11:30am - 1:30pm, Conference Room W430/W432
		6:00pm - 8:00pm, Conference Room W430/W432
		6:00pm - 8:00pm, Conference Room W430/W432
	Tacoma Specialty	6:00am - 8:00am, Skybridge
		11:30am - 1:30pm, Skybridge
	Tacoma Specialty	6:00pm - 8:00pm, Skybridge
		6:00pm - 8:00pm, Skybridge
	Renton Clinic	12:00 - 1:00pm, 1st floor conference room
Wednesday, June 7	Capital Hill, Main Building	6:00am - 8:00am, Conference Room D649
		11:30am - 1:30pm, Conference Room D618/624
		6:00pm - 8:00pm, Conference Room D649
		6:00pm - 8:00pm, Conference Room D649
	Olympia	6:00am - 8:00am, Conference Room C/B
		11:30am - 1:30pm, Conference Room C/B
		6:00pm - 8:00pm, Conference Room C/B
		6:00pm - 8:00pm, Conference Room C/B
	Port Orchard	11:30am-1:30pm, Classroom A12
Thursday, June 8	Bellevue	6:00am - 8:00am, Conference Room W430/W432
		11:30am - 1:30pm, Conference Room W430/W432
		6:00pm - 8:00pm, Conference Room W430/W432
		6:00pm - 8:00pm, Conference Room W430/W432
	Tacoma Specialty	6:00am - 8:00am, Skybridge
		11:30am - 1:30pm, Skybridge
	Tacoma Specialty	6:00pm - 8:00pm, Skybridge
		6:00pm - 8:00pm, Skybridge
	Kent	12pm - 1pm, Conference Room 137
Friday, June 9	Federal Way	11:30am - 1:30pm, Conference Room M106
	Everett	6:00am - 8:00am, Conference Rooms C/E
		11:00am - 1:30pm, Conference Rooms C/E
		6:00pm - 8:00pm, Conference Rooms C/E
	Rainier	12:00pm - 1:00pm, Conference Room 168
	Poulsbo	12:00pm - 1:00pm, Staff lounge room

Date	Location	Time
Monday, June 12	Burien	11:30am - 1:30pm, Conference Room G197
	Riverfront	11:30am - 1:30pm, Conference Room W257
	Ballard	12:00pm - 1:00pm, Conference room
	Gig Harbor	12:00pm - 1:00pm, Staff lounge room
Tuesday, June 13	Smokey Point	12:00pm - 1:00pm Community Room
	Lidgerwood	11:30am - 1:30pm, Lunch room 180
	Tacoma Mall BH	11:30am - 1:30pm, 3rd floor, Conference room 316
	Tacoma South	11:30am - 1:30pm, Aquarium room
	Zoom	5:00pm - 7:00pm <a href="https://1199nw.org/42SfXN8">1199nw.org/42SfXN8</a>
		
		
Wednesday, June 14	Puyallup	11:30am - 1:30pm, Conference Room A110
	Redmond	12:00pm - 1:00pm, Conference rooms 281/282/283
	Veradale	12:00 - 1:00pm, Conference Room
	Northshore	11:30 - 1:30pm, Conference Room
	Zoom	11:30am - 1:30pm <a href="https://1199nw.org/42SfXN8">1199nw.org/42SfXN8</a>
		
		
Thursday, June 15	South Regal	12:00pm - 1:00pm, Conference Room
	West Oly	12:00pm - 1:00pm, Conference Room 2
	Factoria	11:30am - 1:30pm, 1st floor classroom
	Northgate	11:30am - 1:30pm, Conference Room 207
	Zoom	5:00pm - 7:00pm <a href="https://1199nw.org/42SfXN8">1199nw.org/42SfXN8</a>
		
		
Friday, June 16	Kendall Yards	12:00pm - 1:00pm, Conference Room
	Lynnwood	11:30am - 1:30pm, Conference Room 170
	South Lake Union	12:00pm - 1:00pm, Conference Room
**Silverdale TBD**		



**SEIUHealthcare®**  
United for Quality Care

**Kaiser Permanente**  
May 22, 2023

## The Coalition of Kaiser Permanente Unions Calls Out Kaiser Spending Billions to Acquire Medical Group Instead of Investing in Frontline Workers

National Bargaining Session 2 continued our talks on how to address the staffing crisis, discussed Kaiser's finances and Kaiser's recent announcement to acquire Geisinger Health and start a new company called Risant.

### Kaiser company and employee finances

Most of the second day was focused on finances: Kaiser's finances, the finances of the workforce in a time of unprecedented inflation, and the finances of our pension fund.

Kaiser CFO Kathy Lancaster and Senior VP Tom Curtin presented the challenges they see ahead in growing the membership, getting proper reimbursement for care, and managing rising expenses. SEIU-UHW President, Dave Regan, presented a counter perspective that emphasized Kaiser's incredibly strong financial position when viewed over the last five years and highlighted Kaiser's astounding investment income and management costs, spiraling executive compensation, and skyrocketing payments to expensive outside contractors. Even though Kaiser lost money in 2022, it was an outlier, not the trend. Kaiser reported more than \$21 billion in profit over the last five years, and their net worth doubled between 2018 and 2022 to \$58.9B. Kaiser isn't a company that's struggling.

**KAISER HAS MADE  
\$21.1 BILLION  
IN PROFITS SINCE 2018**



KAISER **ISN'T** STRUGGLING

Inflation is hurting all Kaiser Permanente employees but especially those paid less than \$25/hr.


We made sure Kaiser management understood that they are not the only ones who have to manage a budget. Every Kaiser worker is struggling to adjust their family budget to rising costs of living. Shamefully, Kaiser employs thousands of workers across the country who don't make a \$25/hr living wage.



[1199nw.org/3MIO4ps](https://1199nw.org/3MIO4ps)

Scan the QR to hear how Kaiser wages are causing our coworkers to struggle financially.

"I love what I do. I care about my work. A lot of people look at EVS like it's just a job, but it's more than that to me. Like nurses feel about their patients and their craft, that's how I feel about being an EVS worker. We make sure patients can come in without getting more ill than they already are, because we are infection prevention. It speaks volumes to the care people are getting that they can come into a clean clinic. It's a hardship making the wages I do. I just don't have a life outside of work. I already work as many hours as I can and I'm considering picking up a second job. I help out my sister and her kids, who are also struggling. I need to be there for my family. Working all of these hours means there's no time for anything else, for a life outside of work. A wage increase to \$25/hour would open up so many more options. I wouldn't always have to say yes to overtime. I could have some me time. Maybe find that someone to start my own family. Right now, I don't even have room to think about that." - Tashé Tibbs, EVS Tech, Travel Group



# Why the Geisinger Health acquisition and the creation of Risant matters

We called Kaiser out on the acquisition they announced last month of a Pennsylvania medical group called Geisinger Health and the creation of Risant, a new healthcare company. With the announcement, Kaiser not only failed to discuss this plan with its unions, but we learned that Kaiser's top leaders at the Medical Group weren't even involved in the deal! What's most frustrating about this is that they're spending billions buying up companies while saying they can't afford to raise our wages enough to keep up with inflation.

## Kaiser's behavior around the Geisinger acquisition has raised critical questions:

1. Is Kaiser going to use California rate increases to pay for the acquisition?
2. Does it plan to start growing a non-union, non-partnership company within Kaiser that will create pressure to lower the standards of living for all of us?
3. If they didn't talk to their labor partners or even their doctors, what is it they're trying to hide?

No matter what comes out of the rest of bargaining this round, Coalition union members have to be ready to act until we get the contract and respect we deserve. If Kaiser thinks this is partnership, we need to prove them wrong.

"Kaiser pleads poverty on one day, and spends money on expensive acquisitions of it's competitors the next day. From what we learned at National Bargaining, Kaiser has not included the Coalition, the unions, its members, or the Kaiser medical groups (providers) in any conversations regarding this endeavor and what their intentions are. Do they intend to honor our partnership and invest in good union jobs with competitive wages? Or do they want to continue down this path of excluding the Coalition and the affected partner unions in any conversations about Risant?" - **Teri Murray, Liaison Nurse, Renton Administration**



## Addressing the staffing crisis

The session began with a report back from the labor-management task force working on getting 10,000 new hires into Coalition vacancies by the end of the year. A timeline for meetings and subgroups was created to address internal delays in the bidding and hiring system, market limitations for harder to fill classifications, collaboration about high-volume hiring opportunities, and providing union leaders in the facilities input into core staffing modules.

"Staffing has been a problem for years, and we are losing more people every day. We are tired and burnt out and our patients are feeling it, both from increased access issues and in interactions with staff. This has a direct effect on patient safety, and on retaining members. We need a national solution because this is a national problem." - **Jessica Wolfe, Registered Nurse, Capitol Hill**



## Our Coalition Bargaining Team knows what we need to solve the staffing crisis

Our bargaining team is fully committed to solving the staffing crisis by raising healthcare worker pay, including a \$25/hr minimum, fixing our broken hiring process, and making a massive investment in education and training.

**Next National Bargaining will be from June 22-24.  
Local Bargaining Starts June 20!**

## Voting our values, a new contract at Kaiser

We just experienced the hardest years of our careers during the pandemic, but through it all we did everything we could to provide the best quality care to our patients, even in conditions of inadequate PPE and short staffing. During contract bargaining this year, Kaiser has the opportunity to respect our sacrifice and pay us what is necessary to recruit and retain the top-quality staff our patients deserve. Let's come together and show up to our proposal votes.

"We need everyone to come vote on our bargaining proposals and have your voice heard. We've know that wages and short staffing are priorities for this next contract, so if you want to add to this conversation and uplift these issues we need to hear from you! This is your opportunity to weigh in on the bargaining process and hear directly from your delegates." - **Nancy Wittman, Registered Nurse, Renton Administration**



**Let's all get behind our bargaining team and show management that we are ready to advocate for our jobs, our patients and our families by participating in our proposal votes.**

Plan to attend one in person or Zoom vote.



**See flip  
side for  
vote  
times**