

## We are united for an equity-centered contract with wages that recruit and retain

An overwhelming majority of us voted to approve our contract proposals



"As a healthcare worker and a patient of Kaiser for the last 2 decades it has never felt as painful to be at KP as it has in this season. I want KP to return to its values and for our clinics to be a place where people choose to work and choose to get care because it aligns with their values. Let's get back to a real labor management partnership where frontline workers feel included in decision making and compensated fairly." - **Alanna Martin, Social Worker, Capitol Hill**

I started with Kaiser because I believe in our mission. We used to be a leader in pay and patient care, but what I've seen lately is the opposite of that. I see these negotiations as an opportunity to work with Kaiser to get us back to a place where I feel proud working here and know that myself and my coworkers don't need to work 2 jobs to survive in the community we work in. If management doesn't lift wages then they will be showing us that they care more about the growth of the company rather than lifting the quality of care for our communities. - **Russell Campbell, EVS, Olympia Specialty Center**

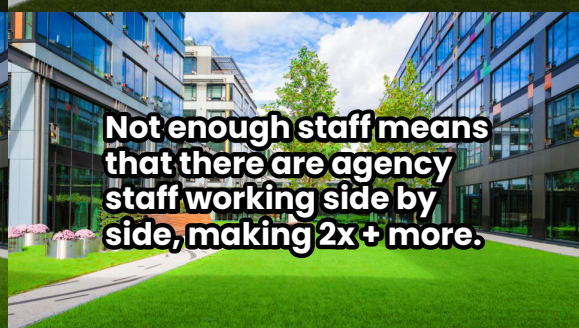
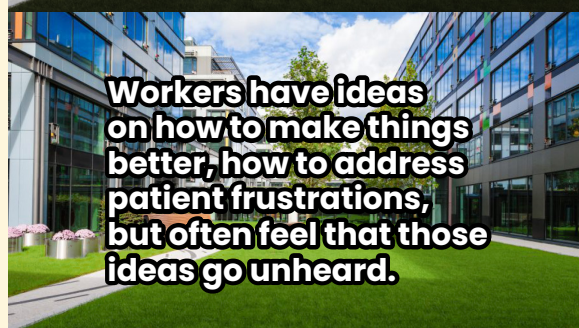
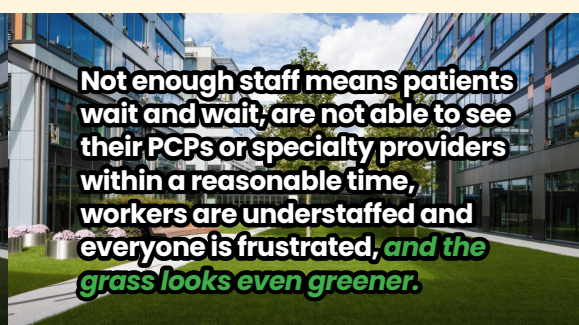


## Invest in Us

We know that Kaiser has the potential to be a healthy, vibrant organization. Recent membership losses, staff turnover and a reliance on travelers threaten the health of our organization. At bargaining, we brought the answer – invest in us!

The key to meeting our mission, membership growth and a stable organization means all of us coming together with our full capacity.

We are losing staff – both long time staff and more recent hires – to other healthcare facilities. Is the grass greener?



**We can make Kaiser's grass green. We can make Kaiser an attractive place for people to come and for people to stay.**



# We are Centering Belonging



“Belonging at KP means we take care of each other so we can take care of our members by creating a safe, equitable, and justice-minded environment where we honor and respect our differences as well as our shared goal of being caregivers and healers. As a social worker during the pandemic, I have seen firsthand the vital importance of mental health services. We have experienced a collective and individual trauma and I want KP to recognize this fact and honor the commitment of those who worked throughout the COVID pandemic by showing their workers they are invested in our well-being through proper staffing levels, fair and competitive compensation and other benefits all in an effort to attract new talent as well as retain what I consider some of the best humans I know.” - **Laura Texera, Clinical Social Worker, Mental Health Access Center**

“In looking for belonging at KP, I envision an inclusive environment that invests in all of our staff’s wellbeing and worth by paying market competitive wages that attract and retain the highest quality of staff in order to provide our patients with the excellent care standard Kaiser promises. Unfortunately, I feel we currently fall short on that promise to our patients because of limited access, difficulty navigating our system, and short staffing. I look forward to working together to foster an environment that supports our shared goals for all to feel that they truly belong at KP and consistency delivering on our mission and vision to our patients.” - **Emily Collins, OR RN, Bellevue**



It’s not enough for Kaiser to be a leader in wages. Each of us should be able to come to work and feel a sense of belonging.

**OTHERING**

Othering is a set of dynamics, processes and structures that engender marginality and persistent inequality across any of the full range of human differences based on group identities. Important distinction: The opposite of “othering” is not “sameness.”

“We the people” never included all people.

**BELONGING**

“Belonging means more than just being seen. Belonging entails having a meaningful voice and the opportunity to participate in the design of social and cultural structures. Belonging means having the right to contribute to, and make demands on, society and political institutions.

Belonging is more than just feeling included. In a legitimate democracy, belonging means that your well-being is considered and your ability to design and give meaning to its structures and institutions is realized.”

Centering belonging in our contract proposals means we look past our default assumptions that things “just are how they are” and consider what a better, more equitable approach would be. For example, some of us were recognized for our work experience when we joined Kaiser and are paid accordingly and some of us were not. The contract has established this right for RNs and other higher wage earners and not for service workers. Many other healthcare employers have fixed this and recognize all workers for their previous credit for experience. This impacts recruitment and retention both because workers can make more elsewhere, and also because it doesn’t feel good to not be recognized and respected for what you bring to work.

## Our union is moving to a new office building!

This month, we will be moving from our current Renton office to a new building in Kent. Please update your records accordingly!

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## June is Pride Month!

During this #PrideMonth, we come together for racial and economic justice and to celebrate and honor the achievements of lesbian, gay, bisexual, and transgender leaders across the labor movement. By joining together to commemorate Pride Month, we can collectively celebrate and advocate for our community and for a more just society.

### Come join Starbucks Workers United at Seattle Trans Pride

We are proud to support the Trans community and our partners at the Gender Justice League by sponsoring Seattle Trans Pride.



When  
5:30-9:30pm



Where



Volunteer Park

Sign Up



bit.ly/3MyPgG0?r=qr

### Come together at Seattle Pride with Pride at Work



When  
11am



Where

Meeting at  
4th between  
Union and Pike

Sign Up



bit.ly/3qfOF4S?r=qr