



Kaiser: **Respect us! Invest in us!**

At our latest bargaining session, we stood strong and presented a series of proposals that aim to uplift all of us. With high-quality patient care as our guiding light, we are committed to fostering a collaborative relationship with Kaiser so together we can begin to address the recruitment and retention challenges we're currently facing. It's time for Kaiser to invest in us!

Our proposals will:

- ★ Help Kaiser to become a leader in wages, benefits, worker morale and patient care amongst healthcare employers in Washington State
- ★ Improve Kaiser's standing in Washington state by strengthening our Labor Management Partnership (LMP) and addressing barriers to recruitment and retention
- ★ Promote belonging and Racial Justice at Kaiser by using an equity analysis in our proposals and decision making on priorities
- ★ Advocate for high quality patient care and improved access across our entire system

Here's what we presented to management so far:

Retention bonuses

"Right when Covid hit we didn't know what it was and what it would do to us as a community. Lynwood was one of the first clinics to do Covid testing in a tent outside. In snow, sleet, heat we did it all. My husband was scared for me, our children, and our parents. I stripped in the garage and rushed to the shower. It was a drastic time in our lives. When Kaiser said, "Covid is over", it was like a slap in the face, because I was out there in the snow, rain, and sun. It was hard, and we didn't know what was going to happen. Being on the frontline, you never know if you're going to bring them home to your family. Even grocery store workers got hazard pay, but we as healthcare workers didn't. I believe in my self-worth and we need to be rewarded for the sacrifices we made."

- **Marica Lloyd, Medical Assistant, Everett**



Wages that recruit and retain: \$7.68 or 20%, whichever is higher to bring us up to a \$25 minimum wage

"People are really struggling financially and struggling to find reasons to stay. We believe in the mission. We hold the memory of the place. We're the trainers, teachers, and preceptors, but when we live in a community that's grown in expenses like ours has, you just can't make the dollars work. At the end of the day, we work to live, and if the organization down the block can pay you a wage that allows you to afford housing and rising bills, you're going to have to make a choice. I've had waves of employees with tears in their eyes asking whether higher wages are coming soon. Coworkers who are moving in with their parents. I'm a nurse with 17 years' experience and I can't afford both housing and childcare. We're just asking Kaiser to keep up with the market. These numbers aren't arbitrarily made-up numbers or grabbed out of the sky. It's based on what competitors are paying. It's not unreasonable to ask to be able to afford the cost of living. There's no shortage of jobs for healthcare workers. It's easy to jump ship. You have employees that want to stay here but it's not possible without being able to survive in the economy."

- **Atalanta Pierre-Louis, RN, Northgate**



Wages that recruit and retain (continued) ➔

Wages that recruit and retain: \$7.68 or 20%, whichever is higher to bring us up to a \$25 minimum wage

“Each of us have worked for GHC/KPWA for 28+ years, more than half a century combined. Our children were born in the North Building on the Capitol Hill campus. While we have remained loyal to this organization, recently, we do not feel that KPWA has shown the same degree of loyalty to us. Throughout the Covid pandemic we were repeatedly praised in emails and in town halls for being “heroes” for treating our members and keeping KPWA afloat. Yet, while other healthcare organizations in the area like UW and Swedish broke contracts early to negotiate wage increases and to offer retention bonuses to their employees, KPWA refused to do so. KPWA management talks about improving access for our patients. They seem to recognize that retention and recruitment are problems that create barriers to access. They say they want more KPWA employees and less travelers or agency workers, but they fail to understand the simple solution: Significantly increase wages so that we are competitive in the local market and provide bonuses so that those of us who have remained loyal to this organization choose to continue working here.” - **John and Portia Maisano-Torres, PT, Capitol Hill**



Longevity bonuses, a new top step in the service contract and market adjustments where we are further behind

“I started at Group Health in 1997, and I’m basically the go-to person whenever new people start or have questions. But I’ve topped out at step 23 long ago, and without a longevity bonus, employees, folks like me, are only getting one raise a year while newer folks are getting two raises a year. We deserve to be rewarded for staying long after 23 years.” - **Cathy Jessup, PT, Burien**



Strengthened committee and commitments for a just and inclusive workplace

“We have a lot of African coworkers in the EVS department and our manager would make comments about how they smelled and make a face like she was disgusted. She also made comments about how they can’t speak their native tongue at work. It’s wrong! English is not their first language, and if management is speaking fast they have to ask their coworkers to interpret sometimes. It causes our coworkers to feel like they can’t openly ask questions. They end up huddling together to make sure everybody understands. You should be able to come to work and be your authentic self. I should be able to bond with my team and feel valued.” - **Christine Muna, EVS Tech, Capitol Hill**



“I’ve experienced racism at KP on multiple levels, manager, member, and coworkers. It’s not a one-time thing. Often we’re told to just deal with it. If we bring it up, then we’re the ones to blame for having a strong personality, or being against change, unable to adjust. It’s very frustrating being singled out for having our nails painted. Other departments have quite a few nurses with longer fingernails and nothing was said to any of them. I got told my hair “isn’t as nappy as they thought it’d be.” Surprised at how soft it is. What am I supposed to do with comments like that? We need to have a structure in place where we can feel safe to go to without repercussions and talk about issues like this. A stronger committee is what needs to happen for current employees and future employees.” - **Rocky Wilson, Ortho Tech, Silverdale**



Gender neutral restrooms and support for transitioning and non-binary workers

“It’s been unfortunate to experience a difference in what we speak to as an organization and what it means to be authentic in the workplace. We have national policies that point to all-gender accessibility, but when I was in the surgical department, I had to show up early in order to have a safe place to change and shower. When I requested a space that was all-gender, I was told ‘I don’t know why you need a space, you look like a man.’ I came to work at Kaiser because I saw us at the Pride Parade, so it was a surprise to be hit with such a huge barrier in my own department. Even our newest facilities have a male/female pictogram on the all-gender bathrooms. It doesn’t make sense to talk about inclusivity without making the changes necessary. Trainings should be required, not optional and an Urgent Action Committee will allow us to go through these complaints and actually resolve them. Nobody should have to wait a month to address these types of concerns.” - **Trinity Kennedy, Labor Management Partnership Trainer, Surgical Tech**



Credit for past experience

"I have 10 years' experience doing this same work at Skookum on the military base, but I'm on step 5 of our wage scale. It's hard for me because I've been the backbone of EVS for 3 years. When the doctors leave, I'm there, and when they come back in the morning, I'm still there. It's hard to keep giving when I don't feel appreciated. It's taking away from the person I am. I was raised to give everything I can, but I'm giving and giving and not getting anything back. People tell me my smile is disappearing because I'm being drained, and I feel like I can't say no because I'm the lowest paid person on the EVS team, and I have to work long 16-20 hour shifts to provide for my family. It's hard to stay here and not look for work elsewhere. Why do I have to beg for what I deserve?" - **Tashe Tibbs, EVS Tech, Travel Group**



"There's a 15% pay difference between my second job at Swedish and my job here at Kaiser because of the way our years of experience are counted at each job. We can only hire people at Kaiser with little to no experience because our wages don't compete. Last year we had a tech with 15 years' experience who went to Swedish Issaquah and makes \$35k more annually. Techs come to KP fresh out of school, get a \$10k bonus, get experience and then leave. If we want to retain anesthesia techs we have to continue to increase wages and make them market competitive." - **Alfred Marron, Anesthesia Tech, Capitol Hill**



Premium and probation equity

"It's important to have equity in all our contracts when it comes to our probationary periods and premiums. It's imperative we show no one person or job class is more important than the other. When choosing to join KP we are all saying we share the same goals and mission. We should all be treated fairly and equitably as a sign and promise of mutual respect" - **Laura Taylor, MA, Steele Street**



An end to the incentive to work sick, and removal of the requirement to use 16 hours of PTO prior to accessing the extended illness bank

"There are a lot of people who don't want to have to use PTO when they're sick. Some people have to stay home with sick children, and they lose a day here and day there and then there is not enough time left to take an actual vacation. Once people are actually able to access their Extended Illness Bank (EIB), they stay out longer because they already hit the threshold to use it. You're not only encouraging people to come in sick but also for them to stay out longer than needed." - **Jessica Wolfe, OR RN, Capitol Hill**



Adding Juneteenth as a new paid holiday

"Juneteenth is a federal holiday. It's acknowledgement that slavery ended. It's not only a celebration of our history for African Americans and what we've gone through. It's a day that I should've been able to take off. My mom told me about this before it was a national holiday. She was all about dressing up to celebrate Juneteenth, sing the gospel and be with community, but this year I was sitting in my house working from home. I missed the celebration of something extremely important to all African Americans, and I felt a great sense of loss." - **Gwendolyn Darks, UR Discharge Planning**



Our Local Bargaining Team



Next steps at the bargaining table

We will be bringing proposals on workforce development, staffing, floating and other issues.

Upcoming local bargaining sessions



National Coalition Makes Strong Proposal to Revive Partnership and Performance Sharing Program

Our third session of National Bargaining was dedicated to discussing the Labor Management Partnership, and we made strong formal proposals to Kaiser management regarding the Performance Sharing Program (PSP) and the future of the partnership.

Our Proposal to Kaiser

A Proposal for a Labor Management Partnership for the 21st Century

View the full proposal



1199nw.org/3XEjPil

“If Partnership is on life support, PSP has flatlined. That’s why we put forward our Partnership and PSP proposal—to bring it back to life.”

- Tiffany Powell, Union Liaison, OPEIU Local 2, Mid-Atlantic



- ★ **PSP.** We made it very clear. We expect guaranteed minimum payouts every year, and we expect that management will share our goals and payouts so we never again have the situation where our bosses get a bonus for work we did.
- ★ **Staffing.** Building on our agreement with Kaiser to hire 10,000 new workers into Coalition positions by the end of 2023, we proposed language around reducing registry work, creating paid externships, investing in training, and removing even more of the experience barriers Kaiser workers are facing to “grow our own” at Kaiser.
- ★ **Growth.** We all want to see Kaiser grow and expand. But any new workers that come in under the Kaiser umbrella – whether it’s here in Washington or in Pennsylvania or wherever! – have to be part of the partnership and have the right to come together into a union.

Next National Bargaining Sessions

July 11–13
Oakland, CA