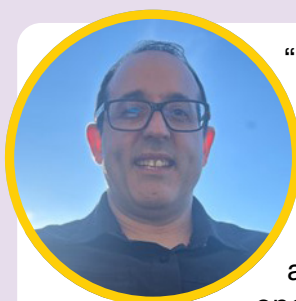


What will it take to stop the cycle?

Invest in Us

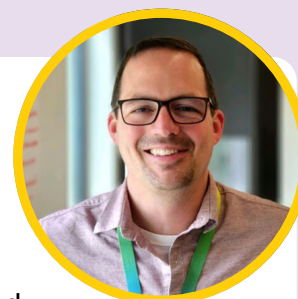


“Our wages are pathetic. We have fallen behind so far. We are the talk of town. In Urgent Care we can’t even get people to apply at our facilities. No one is applying at Kaiser

Permanente due to our horrible wages. Our managers cannot hire any quality nurses due to our rock-bottom wages! We are asking for a 20% increase in our wages, which brings us to the average pay scale when compared to other healthcare organizations. The paying rate at the Virginia Mason, Franciscan and MultiCare is an average of more than \$21 more an hour and I bet Swedish would be even more. We are going to have a mass exodus if Kaiser doesn’t fix wages. We are the worst paid healthcare system and if you want to “capture the market” like you say you do, that will not be possible without investing in the workers. If Kaiser wants to be “sustainable” in this market, they need to come to an agreement and invest in our workers and show us that we are valued.” - **Tony Rodriguez, Bellevue, RN**



“There’s no integrity right now in the quality of care we are able to provide. It’s false advertising what we tell our patients and community. At the family practice clinic at Capitol Hill we are short staffed all year round. And we have heard from management that their goal is one provider to one MA care but the action doesn’t back it up. MAs should not be used as a Band-Aid for everything on the floor. We need a commitment to staff at a 1:1 ratio to help with quality care, continuous care, and to avoid burnout. I’ve had a coworker who was an MA at Kaiser for 50 years who retired. It’s a nice thing to hear patients come in and ask about her by name. They know their MA, and that makes me feel good, like that patient has been well taken care of behind the scenes. We have vast MA positions, that are opened and not being filled in. Patient calls are going 30 days of not being answered, I put myself in the shoes of the patient and that’s not good quality care. It’s not what Kaiser promotes and it’s not integrity.” - **Maggie Vulaono, Capitol Hill, MA**



“I could make a minimum of \$7K more per year if I took a position as a Psych MSW at the VA right now. That’s money I’m leaving on the table to stay at KP. I want to see our team built back up. Before, we required post-masters and supervised clinical experience LICSW. Now we’re open to people right out of school with no clinical experience just to fill our staffing holes. We are lowering our standards to be able to provide any care at all. We’re not a training program for students. We are now replacing experienced staff. It’s crisis work, and if you had a family member who needs assessment wouldn’t you want that person to have many hours of experience rather than be fresh out of school. Even some of the AA level providers are turning down positions because they’re taking higher paid opportunities at other systems. We’re advocating for 25% in year one for SWEA, so that we can fill our open positions and see our patients who need mental health services.” - **Randy Steinhaus, Rainer Valley, MSW**



“There is no such thing as custodian when working in healthcare setting. We are skilled EVS Techs. Our team plays big role in supporting other departments to ensure patients are safe. We understand how to use PPE, where patients are being treated, what procedures being done. We clean up bodily fluids, blood, chemicals. We also clean the compounding room where chemo meds are being mixed. We are frontline workers. We do work behind scenes and are often forgotten. We are infection prevention and should be invested in. We’re short staffed, underpaid and not appreciated. We’re demanding respect.” - **Christine Muña, Capitol Hill, EVS Tech**

While we made it clear that wage increases are the priority, we have made the proposals below to get Kaiser on track and stop the cycle of staff attrition, short staffing and membership losses.

It will take a significant investment in time, energy and resources for Kaiser to get back on track for quality patient care

	Union	Management
Proposals to address recruitment and retention	Market adjustments for everyone because we are behind everywhere, including: <ul style="list-style-type: none">\$7.68/hour (\$25 minimum wage) or 20% increase to wage scalesRemove ghost stepsAdd top step to the Service scaleRetention and longevity bonuses	No response
	Time off: Juneteenth and 2 additional flexible personal days Remove requirement to use PTO when sick	No response
Proposals to move toward equity at Kaiser	Credit for past experience at 1:1 in all jobs	No response
	Parity in pay, premiums and TPT %s	No response
	Improved commitments to equity and inclusion, including: <ul style="list-style-type: none">Access to gender neutral restroomsStronger Equity, Inclusion and Diversity committee languageNo harassment when speaking our own languages at workAddressing disparate probationary periods (make all probations 3 months)Removing the disparate clause for service workers that there is no holiday pay when we've been sickAccess to interpreter and union delegate in investigation meetingsBroader definition of family for bereavement leave	No response Extend probationary periods to 6 months for everyone - leaving us open to termination without recourse.
Staffing for safety and work life balance!	Improvements in EVS staffing, safety and training and MA staffing	No response
	Floating language that increases float pay, incentivizes the float pools and volunteers, and gives us pay for floating even if we're not in a float pool	No response
	Prioritizing safety during inclement weather	No response
Improved worker morale and worker experience	Consistent and fair process in circumstances of underpayment or over payment	No response
	Better access to retirement information	No response
Workforce development	All employees can access the Multi-Employer Training Fund and national training resources	No response
	Continued investment in apprenticeships and residencies	No response

- Management also proposed:
- ✗ Changing the job posting process
 - ✗ Extending the amount of time an employee is required to stay in a department prior to transferring - locking us into a position for 12 months
 - ✗ Eliminating almost all of our committees where we currently meet to solve problems
 - ✗ Added remote workers into comparable employment language
 - ✗ Extending grievance timelines

An Injury to One is an Injury to All

The Speech Pathologists lost their election to join the union on a technical detail. We will continue to support them in joining us and gaining a voice.



Speech Language Pathologists with our local SEIU Healthcare 1199NW Bargaining Team



“Last week, the Kaiser Permanente Speech-Language Pathologists (SLPs) signed and provided a petition asking Kaiser Permanente to allow us the chance hold a formal re-vote to join the union as the initial formal vote held inaccurate results due to a clerical error. We SLPs are proud of our supermajority to vote yes in joining SEIU, and we remain hopeful that Kaiser will do the fair and decent thing in allowing us the chance to hold a formal re-vote.” - **Emily Anderson, SLP**