



July 31, 2023

Kaiser Permanente

ACROSS THE STATE AND ACROSS THE COUNTRY,
WE MADE OUR VOICES HEARD!

This week, in Seattle, Tacoma, Bellevue and Spokane we raised our voices for a better Kaiser! We joined tens of thousands of Kaiser workers from across the country in a week of action to bring our concerns to the public and demand a strong contract and national agreement!



Kaiser is denying us livable wages, but they are not struggling. They have:

- Seen a massive increase in profits last 5 years, even as a “non-profit”
- Made more than \$20 billion, even during a global pandemic
- Doubled their net worth to nearly \$60 billion
- All the while enriching executives’ paychecks with 49 of them on the payroll for more than \$1 million a year and a CEO at more than \$15 million a year
- Made \$1.2 billion in Q1 already

In our region:

- Other area healthcare institutions have bargained significant wage increases and we are behind market
- Our membership losses and attrition will only get worse without an investment in staff recruitment and retention
- There are not enough of us to provide the quality care patients deserve, which means long wait times, decreased patient access and reduced personal touch, less hands-on time and rushed appointments



“We are all here because we choose to be here. We are the remaining workers still with Kaiser, fighting

to get better wages, because we still believe in the mission, we still believe in our teams, and we believe in taking care of our patients. Our wages are well below market value and Kaiser doesn’t want to accept that fact. We need to show them that we want to be here, and we demand better wages.” - **Joshua York, Orthopedic Tech, Bellevue**



“We know what high-quality work we want to do, but we are having difficulty these days because our department has lost half of its staff. Where did they go? They went to other

hospitals that paid them a good wage! Meanwhile, our CEO is making \$15 million per year. There are over 40 executives that make over \$1 million per year. Kaiser doubled their net worth to nearly \$60B in the last five years! Kaiser has the money. They have mismanaged this place. We are here, we want competitive wages, to work without the stress of overtime, so we’re here doing our part. Where are you, Kaiser?” - **Sheri Van Tent, Central Sterile Tech, Sterile Processing, Bellevue**



“An injury is an injury to all! You are the experts and you know what you need for your

patients. We didn’t get into this profession to make a ton of money and be rich, to have a yacht and a vacation home. We’re fighting for a living wage to be able to live and work in Seattle. Do not give up – we are powerful! We have to drive quality care always.” - **Carol Lightle, RN Swedish Issaquah, Rank-and-File Vice President of SEIU Healthcare 1199NW**



“I was face to face with patients during Covid. I deserve some appreciation for being told and expecting

every day that we were going to die. Kaiser should make sure there are real wage increases and retention bonuses and our Covid time off should be converted to PTO. Appreciation is huge.” - **Karen Heaton, Medical Assistant, Kendall Yards**



“We were healthcare heroes not long ago, now we make 20% below market value. We have watched new hires

get bonuses and leave. We have seen massive turnover which has led to massive burnout. Kaiser isn’t broke, they’re just greedy. We need solidarity NOW more than ever – these actions matter!” - **Kelsey Loomis, RN, Tacoma Specialty Center**



“We need higher pay now, it should be the same across Kaiser. The cost of living is expensive for all of us. The sign on bonus should also be a retention

bonus. Real retention efforts need to be made. How can we keep and hire good caregivers without action from Kaiser? Our patients need and deserve good care and they get that with experienced staff. We need to train people, keep people, and make this a good organization.” - **Christine Brasmer, LPN, Riverfront and Cheri Chandler, LPN**





"Kaiser used to lead the way, now it seems like Kaiser has lost their way. They have billions of dollars – they got that from the work we do. They are functioning like a for-profit, not a non-profit. They're investing in oil mining, coal, and fast food. We're here to tell Kaiser, this is not Burger King, you can't have it your way. We're telling Kaiser to invest in us!" - **Yolanda King-Lowe, Secretary Treasurer of SEIU Healthcare 1199NW**



"I worked all the way through Covid and I felt disrespected by my company. They kept our facility open and expected us to be exposed and both then and now they don't think they should pay us well for our work." - **Brian Teeter, New Patient Onboarding, Spokane**



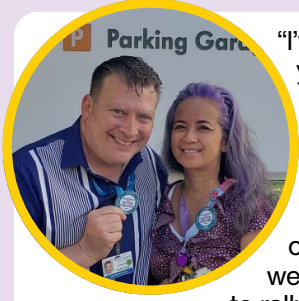
"We don't want to work overtime or get a second job to make sure we can pay our bills! This is the reality that Kaiser is putting us in." - **Tashe Tibbs, EVS, Tacoma**



"While the exact nature and scale of the issues we face in our very different jobs are not the same, they have the same root cause: greed. As a Starbucks barista, I understand that understaffing in a restaurant environment is a safety and wellness issue. This job can be so stressful that my peers consider quitting on the spot, even if that means sacrificing their income, education, or healthcare. Frontline healthcare workers have it different: understaffing and burnout lead directly to poor outcomes, not only for the providers but also the patients. There's no justification for hanging these workers out to dry. Our message to Kaiser is this: it is long past time to end your practice of pandemic profiteering, you must make your providers whole, accept the proposals, and let this be only the beginning to the repairs to the system that your greed broke." - **Ari Bray, Starbucks Workers United, Kaiser Patient**



"We are here because we have fully invested in the mission of Kaiser! They are not meeting us where we are at. They need to pay us and respect us because we deserve it. We have given time away from our family just to be here so that we can take care of our patients. Kaiser, where are you?" - **Maggie Vulvano, Medical Assistant, Capitol Hill**



"I've worked here 28 years, that's a lot of loyalty. Kaiser has not reciprocated that loyalty. We signed our petitions, we put on our buttons, and now we're coming together to rally. This is about unity, about solidarity. Kaiser is going to try and divide us against region, against job class. We're not taking it! We're going to fight for a just and good contract, for significant wage increases, for staffing, for quality care our patients need and deserve. Are you ready to fight?" - **John Maisano Torres, PT, Capitol Hill/Federal Way**



"I have been working here for 5 years. It felt so good to see all the support from other departments and to know that we are all in this together. It made me feel very confident and motivated that we can win a good contract with better pay and benefits. We deserve it!" - **Aprilyn Alipio, EVS Tech, Capitol Hill**



Kaiser Rally in the news

