

Recruitment and Retention Can't Wait: Patients Deserve Solutions Now!



"We're fighting for better wages and better staffing overall. Staffing is a huge concern over all the facets of healthcare. It affects all of us, all of our patients. If we wait any longer to address staffing, the healthcare crisis will only get worse. We will continue to lose staff. Patients will be waiting longer for appointments, they won't be able to see their doctor. Not getting a call back from your healthcare team when you have a medical concern is unacceptable and unsafe. All of us need to support each other and fight for better staffing, higher wages which will increase patient safety. If we don't fight now, future generations of healthcare workers and patients will suffer. We can't wait!"

- **Joy Gilson, LPN, Hospice South**



"Now is our moment to bargain higher wages so we can recruit and retain. We need to be able to pay our day-to-day bills, put food on the table, take care of our homes. It's very frustrating to think I have to go somewhere else to get paid my worth instead of staying where I'm at, where I'm committed to. Kaiser keeps telling us they care about us, value us and respect us, but they're only giving us words. Real respect is action. They've had plenty of opportunity to respond to our wage and staffing proposals, and they haven't. Management's lack of a response on wages infuriates me and makes me feel very disrespected and insignificant in their eyes. We show up to work every day, we perform to the best of our ability, we take care of our patients regardless of the lack of resources and respect from Kaiser. We need to send a message to Kaiser about who we really are- we are standing up for our patients and our families. We demand respect." - **Laura Talyor, MA, Neurology, Steele Street**



"We are undervalued by Kaiser. They show us that every day by underpaying us, having us take on more and more work and not hearing us when we raise issues. We come to work to provide for our families and patients and we should be met with dignity. Instead, Kaiser treats us like they're doing us a favor, you can almost feel like less than human. If Kaiser invested in us the way we've invested in them, people wouldn't be leaving and we'd be able to provide better patient care. We need to remember all of the people in our departments we've lost over these past 2-3 years because they've gone elsewhere. We need to hold on to this fight, stay united, hold Kaiser accountable and make this a place where people want to come to and stay. We want to be proud of Kaiser again." **Richard Ronquillo Jr, Surg Tech, Tacoma ASU**

Kaiser Isn't Investing in Us

We know that patients are impacted by the turnover and vacancies we have right now across Kaiser facilities. Patients have longer wait times, aren't able to get appointments, have unanswered questions, and huge frustrations. Some of our patients have decided to drop their memberships.

The solutions for better patient care at Kaiser are simple – invest in us, the workforce. And our proposals reflect those solutions.

Management has brought no response to the bargaining table to any solution that would cost money. We have heard nothing at either the national bargaining table or local bargaining table about what management is willing to do to retain us.

	Union proposal	Management proposal
National proposals made on behalf of all 85,000 Kaiser coalition employees	ATBs – \$25 minimum wage 7% in year 1 7% in year 2 6.25% in year 3 6.25% in year 4 WA state employees get parity on retiree medical benefits \$1500 guaranteed PSP payout	NO RESPONSE
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 scales (inclusive of national settlement) • Remove ghost steps • Add top step to the Service scale • Retention and longevity bonuses 	NO RESPONSE

	Union proposal	Management proposal
	Time off: Juneteenth and 2 additional flexible personal days Remove requirement to use PTO when sick	NO
Proposals to move toward equity at Kaiser	Credit for past experience at 1:1 in all jobs	Only for new hires
	Parity in pay, premiums and TPT %s	NO
	Improved commitments to equity and inclusion, including: <ul style="list-style-type: none"> • Access to gender neutral restrooms • Stronger Equity, Inclusion and Diversity committee language • No harassment when speaking our own languages at work • Addressing disparate probationary periods (make all probations 3 months) 	NO to commitments Management proposed to discuss the EID committee work after contract bargaining 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
	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	Management has proposed that anyone can be floated off site at any time
	Prioritizing safety during inclement weather	NO
Improved worker morale and worker experience	Consistent and fair process in circumstances of underpayment or over payment	NO
	Better access to retirement information	NO
Workforce development	All employees can access the Multi- Employer Training Fund and national training resources	NO
	Continued investment in apprenticeships and residencies	Yes

Management also proposed:

- ✘ Ending daily overtime – under this proposal we would only get overtime pay after working 40 hours in a week
- ✘ 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 for rebids and layoff
- ✘ Extending grievance timelines

Community Members Stand With Us!

Our community cares about what happens at Kaiser. We are letting them know how they can help us and make Kaiser a great place to work and get care!



“We got an opportunity to talk with a room full of labor leaders. Many of them have Kaiser insurance. We let them know that Kaiser calls us heroes for working during the pandemic, yet they still won't pay us what we need to be able to recruit and retain. And being behind our counterparts on wages means delayed care for our community- all of them who come to Kaiser for care. We believe in Kaiser's mission. We are one of the last bastions of gender affirming and reproductive health in the state. We need to fight and we need the community's help to fight for Kaiser to get back in line.” - **Tupi Maestas, RN, Radiology, Capitol Hill and Sarah Pierani, RN, Consulting Nurse Services**