

Wins for racial justice

- ★ Improved commitments to equity and inclusion, including:
 - ★ Access to gender neutral restrooms
 - ★ Stronger Equity, Inclusion and Diversity Committee language
 - ★ No harassment when speaking our own languages at work
 - ★ Removing the disparate clause for service workers that says there is no holiday pay when we've been sick
 - ★ Access to interpreter and union delegate in investigation meetings
 - ★ Stronger non-discrimination language to prevent harassment
 - ★ Transgender/Nonbinary employee support and protections
 - ★ Religious Accommodation language
 - ★ Inclusion of pregnancy as a class protected from discrimination

More contract improvements

- ★ SWEA and PT/OT inclusion in Training Fund
- ★ MA Apprenticeship Equity language to encourage diversity in our applicant pool and program
- ★ Consistent floating practices and pay for voluntarily floating outside of your worksite campus.
- ★ 15% premium for all TPTs and new language differentiating workers who are temporary vs those who stay in an ongoing position without a committed FTE
- ★ Improvements to inclement weather process, including pay when Kaiser closes a facility and assurance we won't be disciplined if we are unable to report or are late.
- ★ Improved rights when we are underpaid (concrete timeline for management to pay us) and overpaid (transparent math and repayment options)
- ★ Prioritizing HH/HP Unit Based Team launch, Eastern WA inclusion in all committees and continuation of our most important committees

Wins for improved staffing and patient care

- ★ Partnership at a high level and a unit-based teams level on nursing plans and service-line staffing ratio changes.
- ★ Improvements in EVS staffing, safety and training
- ★ MLT staffing commitments, with no takeaways and staffing ratios codified in our contract
- ★ New Perioperative Float Pool and improved Urgent Care Float Pool



"These contract standards around racial justice are so important to help open the eyes to every staff and ensure nobody is being left behind. We come from different walks of life and I feel like our EDI committee will open doors and allow us to tell our stories and raise up how we're experiencing our shared workplace. I've seen my coworkers of color struggle and I'm hopeful that management is committing to being more engaged and to help co-create a safe workplace for a better future moving forward." -Christine Muña, Capitol Hill, EVS

- ★ Loan forgiveness clarity
- ★ Expedited bargaining for our newest union members, SLP and audiologists, with and PT/OT wage scales
- ★ Language to prorate lump sum payments if exempt staff leave mid-quarter
- ★ Better process for rebids in the Service Specialty units
- ★ Clearer language on paydays, third weekend pay, holiday premium pay, extra shifts and job postings
- ★ Improved pay for picking up extra shifts for ARNPs
- ★ Charge, Lead and Preceptor roles clearly defined in our contracts
- ★ Comparable employment language for remote workers in the case of rebids or layoffs
- ★ Commitment that nonexempt employees are entitled to breaks and a process through our JLMCs to make that happen

*Alanna Martin, MSW, Capitol Hill	Joshua York, Orthopedic Tech,Ortho, Bellevue	Maggie Vulaono, Medical Assistant, Primary Care, Capitol Hill
Alesha Hodge, Medical Assistant, Primary Care, Float	Joy Gilson, LPN, Hospice, South	Tupi Maestas, RN, Radiology, Capitol Hill
Alfred Marron, Anesthesia Tech, ASU, Capitol Hill	Justin Kaffka, HUC, ASU, Capitol Hill	Wanda Ryan, RN, Primary Care, Federal Way
Alice Ambrose, Medical Assistant, OB, Capitol Hill	Katie Roman, Medical Assistant, Urgent Care, Riverfront	Wendy Rychwalski, ARNP, Primary Care, Northgate
Amber Judd, Medical Assistant, Primary Care, Lidgerwood	Kirsti Marsden, Medical Assistant, PCSC	Nancy Wittman, RN, Consulting Nurse Services
Arleigh Champ-Gibson, HSC, Hospice Spiritual Care, South	La Nita Thomas, Surg Tech, ASU, Tacoma Specialty Center	John Maisano, Physical Therapist, Capitol Hill
Atalanta Pierre-Louis, RN, Primary Care, Northgate	Laura Kilberg, RN, Urgent Care, Silverdale	Madison Overton, RN, Hospice
Carrie Burke, Medical Assistant, Primary Care, Silverdale	Laura Taylor, Medical Assistant, Primary Care, Tacoma Steele Street	Tim Ma, Union Partnership Representative/Physical Therapist, Bellevue
Cathy Jessup, Physical Therapist, Burien	Laura Texera, Mental Health Access Coordinator, MHAC	Marica Lloyd, Medical Assistant Everett
Christine Muña, EVS Tech, Capitol Hill	Leslie Cohn, Contract Specialist/ARNP	*Marie Neumayer, Union Partnership Representative/ Medical Assistant, Spokane
Dana Brandt, RN, Cardiology, Capitol Hill	Lisa Marfa, Speech Language Pathologist, Speech Therapy	Mike Dumont, MLT, Tacoma Mental Health & Wellness
Danna Burnett, Medical Assistant, Dermatology, Port Orchard	Lola Gibbs, RN, Observation, Capitol Hill	Lori Robertson, Occupational Therapist, PT
Emily Collins, ASU, Bellevue	Theresa Lewis, Medical Assistant, GI, Bellevue	Tony Rodriguez, RN, Urgent Care, Bellevue
Genevieve Green, CRS, Social Services, Kendall Yards	Tashe Tibbs, EVS Tech, EVS Travel Group, Kitsap	Tanya Ortigoza, Medical Assistant, Lynwood
Gwendolynn Darks, Liaison Nurse, Discharge Planning	*Members of the National Bargaining Team	
*Jamie Vanden Bos, Contract Specialist/Medical Assistant		
*Jessica Wolfe, RN, ASU, Capitol Hill		
John Hall, MSW, Bellevue		
Randy Steinhaus, MSW, Rainier		
Richard Ronquillo, Surg Tech, ASU, Tacoma Specialty Center		
Rocky Wilson, Orthopedic Tech, Ortho, Silverdale		
Russell Campbell, EVS Tech, Olympia		
Sara Pierani, RN, Care Chat, Renton		
Sheri Van Tent, Sterile Processing Tech, SPD, Bellevue		
Susan Fung, Speech Language Pathologist, Speech Therapy		
*Teri Murray, Union Partnership Representative/Liaison RN, Kitsap		



Our Bargaining Team



We Ratified a Historic New Contract:
It Took All of Us to Win!

We stood united and took action together for ourselves, our families, and our patients. We are proud of the national agreement we secured, and we are proud of our contract with KPWA that we have now ratified with overwhelming support.



"This is a pivotal moment in our history at Kaiser and it could have gone a lot of ways. We all dug deep over the last few months and stood together with our 3,000 members and our whole community across the state. I'm so grateful to be in real partnership and collaboration with you all. This agreement does not just check the box but it represents a real commitment to make all of us successful, our patients, our coworkers and our community. I'm very grateful and proud of our team!" -Alanna Martin, Social Worker, Capitol Hill



"When we started negotiations, we painted a picture for management of how the roof was caving in here at Kaiser. I feel that this agreement represents us working together to build a new roof. Together, this agreement will show the people of Washington that patients matter, that workers matter, and that Kaiser is here to stay. I'm so grateful to be in this moment with all of you to achieve historic raises for our members. And I'm confident that these wins will improve access to quality care and allow Kaiser to compete in the healthcare market here in Washington State." -Jane Hopkins, President, SEIU Healthcare 1199NW



Our focus in bargaining was to recruit and retain staff through contract commitments in racial justice, market wages and staffing improvements

	10/1/23 Across the Board Wage Increase	6%	In order to compete locally with other healthcare facilities, we needed to secure a local market adjustment over and above the across-the-board wage increases. These adjustments are based on how far behind each job class is.	New minimum wage – \$21 on 6/1/2024, \$22 on 6/1/2025, \$23 on 6/1/2026. The entire wage scales move up at every step if the base step is below these minimums.	10/1/24 Across the Board Wage Increase	5%	10/1/25 5% 10/1/26 5%
	National ATB 10/1/23	Local Market adjustment proposal 11/1/23	Total at ratification	June min wage	By June % change	10/1/24 +5% National ATB	By the end of contract
PT/OT	6%	9%	15%	0	15%	20%	30%
SWEA (all job classes)	6%	9%	15%	0	15%	20%	30%
RN (all job classes)	6%	9%	15%	0	15%	20%	30%
ARNP (all job classes)	6%	6%	12%	0	12%	17%	27%
EVS	6%	6%	12%	8%	20%	25%	35%
Diet Assistant	6%	6%	12%	2%	14%	19%	29%
HUC	6%	6%	12%	0	12%	17%	27%
CS Tech II	6%	9%	15%	0	15%	20%	30%
Nursing Assistant	6%	6%	12%	0	12%	17%	27%
MMT	6%	9%	15%	0	15%	20%	30%
Emergency Tech	6%	9%	15%	0	15%	20%	30%
CS Tech I	6%	9%	15%	5%	20%	25%	35%
Patient Care Tech	6%	9%	15%	0	15%	20%	30%
Nurse Tech	6%	9%	15%	0	15%	20%	30%
Logistics Coord	6%	6%	12%	0	12%	17%	27%
Radiology Assistant	6%	6%	12%	3%	15%	20%	30%
Warehouse Worker	6%	6%	12%	0	12%	17%	27%
Support Agent, Social Services Asst	6%	6%	12%	0	12%	17%	27%
LPN	6%	9%	15%	0	15%	20%	30%
MA (all job classes)	6%	6%	12%	0	12%	17%	27%
Surgical Tech	6%	9%	15%	0	15%	20%	30%
Anesthesia Tech	6%	9%	15%	0	15%	20%	30%
Ortho Tech	6%	13%	19%	0	19%	24%	34%
Endo Tech	6%	6%	12%	0	12%	17%	27%

The power of 85,000

- We won a historic national agreement!
- Wins from the National Agreement**
- ★ Across the board wage increases and a new minimum wage
 - ★ Common expiration of our contract with other unions in the coalition – September 30, 2027
 - ★ WA state employees get parity on **retiree medical of \$2500/year** of service and retirees will be able to access the Medical Premium Subsidy.
 - ★ **PSP** restructure with a minimum of **\$1200** and a maximum of **\$3750**
 - ★ The 2023 PSP will be payable in **March 2024** and will be **\$1500** (.65 and above, pro-rated otherwise)
 - ★ **Ratification bonus of \$1500** – payable to all employees 90 days after ratification (regardless of FTE).
 - ★ Stronger protections for remote worker agreements
 - ★ Joint commitments to the success of the Labor Management Partnership & to growing our membership in Washington



“A lot of hard work went into these historic agreements, but I am confident this deal will help retain and recruit the best staff from across our state. The partnership and solidarity I felt being in a huge room with people representing tens of thousands of workers and knowing that our co-workers from other regions were standing up for us in Washington state was amazing. That’s what power and solidarity look like.” - **Marie Neumayer, MA, Union Partnership Representative, Spokane, Vice President of 1199NW**

Wins from Local Bargaining

- ★ **Market adjustments** to recruit and retain – everyone is getting between 17% and 25% total wage increases in the next 12 months.
- ★ **Targeted Location Premium:** (for everyone regularly assigned at Bellevue and Capitol Hill. Excludes TPTs) - \$2 per hour
- ★ **Acute Care Premium:** (at all Urgent Care, Surgical Services, CHIPs locations – Excludes TPTs) - \$2 per hour
Applies to Staff Nurse, Nurse Practitioner, Social Worker, LPN, HUC, Emergency Tech, MA, Surg Tech, Patient Care Tech, Anesthesia Tech, CS Tech 1 and 2, EVS Tech
- ★ **Credit for Past Experience:** For ARNPs and all Service job classes, including:
 - ★ An experience audit for staff hired prior to Nov. 1, 2023 in January and February of 2024
 - ★ Adjustment up to the step that correctly reflects our full experience in Oct. 2025
 - ★ RN experience credit for ARNPs at 2:1 credit
- ★ **Increased premiums & differentials:**
 - ★ Service agreement evening shift differential increased from \$1/hr to \$2/hr
 - ★ Service agreement night shift differential increased from \$1.75/hr to \$2.75/hr
 - ★ Preceptor increased in all agreements from \$1/hr to \$2/hr
 - ★ Service and SWEA Lead Premium increased from \$1.25/hr (Service)/\$0.87/hr (SWEA) to \$2/hr
 - ★ Premium for MMTs who do receiving of \$1.25/hr
- ★ **Float Pay Increases:**

Type	Current	New
RN/ARNP	\$2.50/hr	\$3.50/hr
Service	\$2/hr	\$3/hr
PT/OT	\$2.50/hr	\$3.50/hr
PT/OT Floating outside grouping	\$1/hr	\$2/hr
PT/OT HH/HP over 50 miles	\$2/hr	\$3/hr

Premium changes will go into effect 120 days after ratification

Community Resource Specialists

- ★ New 16-steps wages scale with 2% between steps
- ★ Placement on the new scale at the step closest to but not less than our current steps
- ★ Market adjustment wage increases applied to our new scale
- ★ Ability to get even more increases through the credit for experience audit in 2024/25

SWEA Improvements

- ★ Everyone moves to the higher exempt wage scale Nov. 1, 2023 at the step that is closest to, but not less than their current base rate of pay.
- ★ Process to ensure no loss of pay if the exempt staff threshold changes.
- ★ Incorporation of the LICSW premium of \$1/hour into the wage scale. The entire wage scale goes up by \$1.
- ★ Parity on premiums & differentials.
- ★ New SWEA Associates role as a pipeline into permanent SWEA positions.

EVS Wins

- ★ Wage increases of 35% total over the life of the contract plus increases to evening and night shift differentials and floating pay for the travel group.
- ★ Our job title changed from “Custodian” to “EVS Tech” in recognition of the specialized skill set we have working in healthcare.
- ★ Our EVS Committee is codified in the contract, with specific processes to address staffing, safety and training.
- ★ Commitment to build out Advanced Certification for EVS Techs (ACET) program at Kaiser, with pay for mentors, which will allow us to become certified and earn an additional \$1/hour.
- ★ Access to use any breakroom we choose.
- ★ Oversight language to hold subcontracted management accountable to our contracts and standards.
- ★ Insourcing currently outsourced EVS work at South Lake Union and Gig Harbor clinics
- ★ Premiums for EVS at Bellevue and Capitol Hill, and EVS cleaning in Surgical Services, CHIPs and Urgent Cares at all locations.



“This contract is a long time coming, and I’m so proud of the work we did together to get here. It gives our EVS department hope that we’re going to continue to reach higher year after year. We are squarely on the map, not invisible doing our jobs without recognition. The committee is a place for us to continue having a seat at the table and let management know from our frontline experience what we see every day in the clinics and bring our suggestions for making the clinics a better place to work.” - **Tashe Tibbs, EVS Tech, Kitsap EVS Travel Group**

