

Speech Language Pathologists and Audiologists Vote Overwhelmingly to Join Our Union!

Together, we joined 3,000 members of SEIU Healthcare 1199NW at Kaiser and won an agreement that moves us forward.



"Last summer we saw our unionized coworkers at Kaiser standing up and fighting for the wages and staffing they needed to recruit and retain qualified staff AND provide the care and access our patients depend on. After years of being non-union and not having a voice or organized way to bargain over wages and working conditions, we decided it was time to unionize. I'm so proud of our team for the hard work and of the great contract we were able to win. We finally did it!"

Susan Fung, SLP, Capitol Hill



"The overwhelming majority of SLPs and Audiologists **UNANIMOUSLY** voted **YES** to ratify our new contract and join SEIU Healthcare 1199NW! This sends a resounding message to Kaiser and our union siblings that Speech and Audiology are here, were ready to roll up our sleeves and join in the work of making Kaiser the best place to work and receive care. We've learned that we are stronger together and we're so excited to be here."

Matea Burns, Audiologist, Capitol Hill



"For years, we have felt underpaid, undervalued and unrecognized by Kaiser. Our wages have lagged behind area standards and we haven't had a real voice in changes that have happened in our workplace. Being at the bargaining table forced management to hear us and we demanded respect. One way that showed up was the struggle to protect our 6 hours of IPC time. Management really, really wanted to reduce it to 5 hours, but we held the line and won! That's the power of our union."

Lisa Marfa, SLP, Tacoma Mall Behavioral Health & Speech



"The wage increases we just won will be life changing for many of us, especially when we get full credit for past experience. It's been so hard to recruit talented staff with the below-market wages we've had, which means more work for all of us and limited access to care for our patients. I'm looking forward to a future where we are fully staffed, our patients can get access to the care they need in a clinically appropriate amount of time, and we are able to support of families and our lives with wages that respect our value as providers."

Janice Vong, Audiologist, Bellevue

Our Bargaining Team

- Lisa Marfa, SLP
- Susan Fung, SLP
- Matea Burns, AUD
- Janice Vong, AUD
- Lindsay McGaughey, AUD
- Kim Koski, AUD



SLPs joined our larger SEIU Healthcare 1199NW Bargaining Team at the table with management last summer to demand recognition of our vote to join the union.

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Follow us and be part of the conversation
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1199NW & Staff Union
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What we won!

A voice in the workplace

- ★ **Unity across KP:** We will bargain our wages, benefits, and working conditions in a local contract together with over 3000 other SEIU Healthcare 1199NW members and a National Agreement with 85k other members of the Coalition of Kaiser Permanente Unions. Audiologists and SLPs will be represented at the table when we renegotiate in 2027. We are stronger together!
- ★ **Delegate leadership:** Audiologists and SLPs who are trained in our contract and problem solving will assist us in investigatory meetings/joint discoveries, grievances, and resolving issues in the workplace. Delegates also represent us in voting annually on our state-wide union's plan and budget and get paid time for monthly training and skill building.
- ★ **Equity, Inclusion and Diversity Committee:** We are working to address and disrupt racism and inequity in the workplace, jointly with management, WPMG and the other unions. Protections for trans and nonbinary coworkers, religious accommodation, protections for pregnant coworkers, strong protection from harassment and discrimination.

Job security through our union contract

- ★ **Respect for Seniority:** Recognition for longevity given based on years of service as regular employee. e.g. first choice of holidays, new job postings, etc. last to be laid off.
- ★ **A Defined Work Unit:** Defined work unit so we know who will be affected by layoffs, rebids and job postings.
- ★ **Discipline/Discharge Only for Just Cause:** Protection from unjust discipline and termination. Management must meet 7 elements of Just Cause to issue discipline/discharge, such as completing a thorough investigation, advance notice of rules, being reasonable and fair. In most cases, management must use system of Progressive Discipline- starting at the lowest level of corrective action first. We recently implemented the National Agreement Issue Resolution and Corrective Action language which separates systems issues from performance issues and prioritizes a non-

punitive process to resolve issues and retain staff at Kaiser, rather than using discipline to build a case for termination.

- ★ **Our Delegates can attend joint discoveries, investigatory meetings and grievances on paid time.**
- ★ **Grievance Procedure:** An enforceable process to dispute violations of the contract or unjust discipline/discharge. We can now take disputes to binding arbitration. We must file grievances with a union organizer or delegate within 14 days of a contract violation.
- ★ **Layoff Protections:** Protection from indiscriminate layoffs. Defined process with advanced notification and management must bargain the effects with us. Employment Income Security Agreement program with the option for paid retraining in a different role rather than layoff.

Protection of our IPC/DTM time & a process for addressing workplace issues

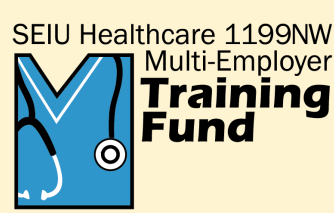
- ★ After a contentious fight with management, we won a guarantee of 6 hours/week of DTM time (prorated for FTE) in our contract to ensure we have the time to properly document and ensure great patient care.
- ★ **Seats at the table for Audiology and SLPs** on the PT/OT Joint Labor-Management Committee when we have relevant agenda items.
- ★ **Two all-day, in-person in services** for team building and developing best practices for our work, between now and 2027.
- ★ We will stay **EXEMPT** employees.

A voice in staffing decisions and strategy at KPWA

- ★ **Unit-based teams** — labor-management workgroups in every work area to problem solve issues and work to meet our PSP goals.
- ★ **Staffing levels**, each department will submit a staffing plan recommended by the unit based team or staffing champions as part of our National Agreement staffing initiative.
- ★ **Frontline voice** in policies on scope of practice.

Recognition and funding for our education

- ★ **Compensation for Education Leave:**
 - Up to \$3000/year reimbursement for CE including course fees, licensure exams, and directly related expenses. \$1000 can be used for travel.
 - Additional \$1500 per year funding for Professional Development Conferences, Professional Memberships, tuition assistance and \$300/year for CEUs through our SEIU Multi-Employer Training Fund, along with other educational support like career counseling, ESL and computer literacy.
 - 40 hours of annual paid education time, prorated for FTE.
- ★ **Paid Delegate Education Time:** 4 hours monthly or 8 hours every other month for skill building and workshops.



Find out more about our SEIU Multi-Employer Training Fund Benefits

Scan the QR to learn more:



1199nw.org/3WfSEMf

Secure benefits for ourselves and our families

- ★ We will have a special open enrollment period after 90 days to transition to the union benefits plans.
- ★ **Comparable Low-Cost Health & Dental Benefits:** Changes to premium rates, costs, and plan design must be bargained with us.
- ★ **Innovative Wellness Plan:** We have the ability to help design and improve plan through bargaining and ongoing Benefits Committee.
- ★ **Life insurance:** \$50,000 provided by employer with option to buy more.
- ★ **Secure retirement benefits:** Defined contribution plus 403(b) "match" plan. Employer contributes a base of 6.3% plus matches 100% up to an additional 2.7% (if we contribute 3%) for

a total of 9%. This is the best DC plan for a private healthcare employer in WA. Changes must be bargained.

- ★ **Retiree Medical HRA:** \$2500 for every year of eligible service into an HRA on retirement after 15 years of service if we are at least age 55 at retirement. We can use the HRA towards healthcare costs on a KP plan. An additional \$10k once we reach age 85. A monthly subsidy to offset premiums.

30 years of service = \$75,000!

- ★ **Holidays:** 8 holidays plus 1 floating holiday. Additional day off if holiday falls on RDO. Management must work together with us to develop a fair holiday rotation schedule.
- ★ **Paid Time Off Accrual in Tandem with Extended Income Bank:** 16-29 PTO days off per year plus 48 EIB.

What we won!

How our wages will work

Step 1

After 90 days, we will be placed on the existing PT/OT wage scale at the step that gives us at least 9% more than our current base rate of pay. TPTs will get an additional 15% in lieu of benefits.

Step 3

Within 90 days we will be eligible for premium pay*

Step 5

Every year on the anniversary of our date of most recent hire into a regular position, we will go up one wage increase step on the wage scale (steps 1-14) or every two years (steps 15-23). TPTs earn steps based on hours worked.

Step 7

In October 2025, anyone who applied to have their prior experience audited and was given eligible credit will be placed on the wage scale at the step which gives them full credit for continuous, recent experience. "Continuous recent experience" is defined as a break in service of no more than 12 months.

Step 2

Within 0-2 more pay periods, we will get full retroactive pay in a lump sum bonus back to 11/5/23

Step 4

Within 120 days, we will received the 2023 PSP Bonus of \$1648.09 for employees with 1800 compensated hours. Prorated under 1800 hours. Must have been employed as of 12/31/23

Step 6

Every year in Oct. 2024-2026, we will all get a 5% wage increase to our base rate of pay.

*Premium Pay

- ★ **Lead premium:** \$1040/quarter, prorated for FTE.
- ★ **Preceptor premium:** \$1040/quarter, prorated for FTE for precepting new hires and students
- ★ **Targeted Location premium:** \$1040/quarter, prorated for FTE for staff regularly assigned to work on site at BVU and CAP. Excludes floats and TPTs.
- ★ **Certification Pay:** \$520/quarter, prorated by FTE for staff who have or obtain approved certifications.

How Our Dues Work

Dues will **NOT** be deducted until after we have been placed on the wage scale at a minimum of 9% wage increase from our current rate of pay.

Dues are currently 1.8% of our base hourly rate of pay with a monthly cap of \$90.

Members of our union across WA and MT recently voted to update our bylaws to make them more equitable and ensure we have the resources to remain strong going into the future. This means that the cap will be phased out over the next 3 years.

- ★ For members making more than \$60,000 right now: We are currently at the \$90 maximum. The maximum increases to \$115 at our chapter's next raise in Oct. 2024.
- ★ For members making more than \$77,000 on July 1, 2025:

The maximum increases to \$140 on July 1, 2025.

- ★ For members making more than \$93,500 on July 1, 2026: The maximum increases to \$165 on July 1, 2026.
- ★ For all members on July 1, 2027: The maximum becomes 1.8% on base pay of wage x FTE for all members, and we will all be paying the same percentage in dues — 1.8%.

Find our new contract here!



1199nw.org/3QmCkWu