

## Clinic Workers are Standing United, Building Power and Growing Our Union!

### Building power at the International Union convention

Our international union sets the standard nationally for what it means for workers to organize in mass and make demands based on our values. Once every four years, we come together to elect our leaders and set an ambitious program. This time, we elected the first black president, April Verrett, and our local president, Jane Hopkins, was elected vice president of the national union. We also voted to organize another 1 million members over the next year through new innovative strategies.



"I didn't know what to expect attending a delegation of 4000 workers and union representatives and was surprised to see so many sectors and jobs in attendance. It was truly powerful to hear about organizing across these industries and found it very exciting and motivating. I was also proud to be a healthcare worker and hear stories of providers in California organizing a union and what that could mean for us as we think about organizing at Kaiser. It was also an honor to be in the room while we elected the first elected black president. April's leadership is palpable, and she has such a powerful, vivid, energizing voice for workers like us. I'm confident she has the right lens to meet the needs of our labor movement right now and it was an honor to play a role in helping advance her leadership." **-Alanna Martin, Social Worker, Kaiser Permanente**

**Worker, Kaiser Permanente**

### Senator Jayapal meets with our clinic members

As a union, we are a voice for safe, quality care; we advocate for our patients both at the bargaining table and in Olympia and Washington D.C. It's important to help elect political leaders who will stand with us and ensure our issues at Neighborcare and all Federally Qualified Health Centers are heard, and we get the appropriate funding to provide critical services to our communities. When we help elect healthcare champions, we can make an important collective impact on raising standards for our patients and our communities.



"I attended Pramila Jayapal's Build Our America Luncheon with a group of 1199NW siblings and about 400 other people. I really had no idea what to expect. I figured there'd be lunch and some speeches, but I did not expect to leave feeling so uplifted and hopeful for the future of our community and country. It's been a while since I've been in a room with so many people cheering and clapping and snapping in agreement. I appreciate the plans presented, the workers and volunteers uplifted and the fact that my Healthcare Leadership Fund dollars are being put to such good use." **-Hayley Nicholas, HHOT RN, Homeless and Housing Outreach Team**

**Homeless and Housing Outreach Team**

# We welcomed new delegates to our union

As a union, we host quarterly delegate workshops to welcome newly recruited leaders across our union to the role of delegate. Delegates help enforce our contract standards, represent members when there are workplace issues, and help move our organization towards becoming an anti-racist organization. Please welcome our latest cohort of delegates, many of whom are from our clinic chapters!



"I've been present for many investigatory and disciplinary meetings with my coworkers and management, but it's never easy. People are already at their most vulnerable when they're being reprimanded by their supervisor, when an HR representative is present it can make them feel outnumbered and intimidated. The fear of possibly losing their income, and thus their quality of life, both to themselves and to their loved ones, distracts from what should always be the real focus: our mission and our patients. That's why it's so crucial to have a delegate present. First to document what precisely is being claimed about the employee's actions, because nobody can be expected to take detailed and accurate notes when they're in such an emotionally charged environment. Secondly, and more importantly, it helps alleviate the fear, so we can learn from these conversations together, come out stronger, and provide better patient care." **-Justice Wornum, Clinic Operations Coordinator, Seattle Roots**

"In my new role as a delegate, I am looking forward to the advocacy work that benefits not only our staff, but our patients as well. I believe that safe and sustainable working conditions for my coworkers is key to providing excellent patient care. As a PSR, I want to make sure that our voices are heard - and as a delegate, I'm excited to amplify those voices even further."

**-Quinn Ambrose, PSR, 45th Neighborcare Health**

"I recently attended the delegate workshop. As delegates, we all have a common goal to be a voice for our coworkers and our patients and to solve issues together. I want my coworkers to know that as a delegate, I am here to listen and to help and that this is all in service to provide the best care to our patients." **-Neha Neha, MAII, Neighborcare**

"As a new delegate, I am passionate about our voices being heard at Meridian to improve our ability to provide safe care. I am invested in seeing the lives of my coworkers improve and seeing retention improved."

**-Heather Caufield, PA, Neighborcare**

"As a new delegate, I am excited to build our union at Meridian so that we can increase patient accessibility and provide safe and appropriate care and treatment. I am committed to being a voice for my patients by holding management accountable to provide us with the basic necessities we need to continue providing quality care to our community." **-Abby Aparicio, BHC, Neighborcare**

## Neighborcare workers stand united for a fair implementation of Seattle's new minimum wage increase!

Having a union ensures that when there are important changes to our working conditions, we have delegates, our elected frontline union representatives, there to help inform decisions with management. When the Seattle minimum wage increased at the beginning of the year, we bargained over the impact and secured adjustments to our wage scale that go above and beyond the letter of the law and help ensure our coworkers' years of experience continue to be valued even as the minimum wage goes up. We also won a commitment from management to re-evaluate some of the highest priority job classes for an expedited wage increase ahead of our next contract negotiations so we can meet the market where it's at and recruit and retain the staff we need to provide excellent patient care!



"I appreciate both sides reflecting, listening, and coming up with solutions that benefit all of us. I'm hopeful that this type of collaboration will continue in bargaining next year so we can ensure everyone is paid a fair wage for our region!" **-Rachel Townsend, Spanish Interpreter, High Point**



"Everyone involved stayed so levelheaded throughout this process and I'm elated that we got to this resolution. We showed management many wage disparities in our community, and we have a shared goal to adjust staff wages throughout the year to keep up with the market while not overextending the organization." **-Kristin Kurvink, MA II, 45th**

# Growing our union at Kaiser Permanente: Speech Language Pathologists, Audiologists and Eastern Washington Physical Therapists and Occupational Therapists vote overwhelmingly to join 1199NW!

This year we saw these job classes stand together to join the 3,000 coworkers and members of SEIU Healthcare 1199NW at Kaiser and work hard to secure an agreement that moves us forward.

In November, Kaiser Permanente Speech Language Pathologists and Audiologists in Rehab Services joined their unionized colleagues and won an agreement that raises standards in our workplace and in our fields of practice. This month the Physical Therapists and Occupational Therapists in Eastern Washington followed their lead and voted to join our union as well!



"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**



"We are all excited to join 1199NW. This is our first time in a union, and the union difference of guaranteed wages, rights on the job, and a voice in our workplace is why we voted unanimously to join our union." **-Brent Hammack, Riverfront PT/OT**



"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 and 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**

## Our union standard supports workers through recently announced layoffs and schedule changes across the system

We believe that genuine Labor Management Partnership means up front discussion with workers about process improvement, efficiencies and cut savings measures. This allows for decisions to be made that incorporate all the information and means that patients can be best prioritized.

Recent rounds of closures and layoffs have not included workers in initial discussions and have not met that best practice.

However, Kaiser's local financial health demands attention. And while the union asks that management strive to meet the best practice on worker inclusion and input into changes, we also need to meet the current moment and assess which changes are palatable and which will harm patients. In many cases, we need to gather more information about what Kaiser intends to do and what's the impetus for the change to assess.

The union's priorities are:

- ✓ High quality patient care
- ✓ A financially sustainable KPWA
- ✓ Safe workplaces and good worker morale

In order to assess the cuts that Kaiser is driving, we must ask ourselves:

- ✓ How will patients be impacted?
- ✓ What does this change mean for Kaiser's long term financial health?
- ✓ How will workers be impacted?

We are working closely with Kaiser to ensure our contract language is correctly applied and our members have as much information as possible to help make an informed decision.

Eligible impacted members may have the choice to enter the Employment Income Security Agreement (EISA) program which we won as part of our CKPU National collective bargaining agreement. EISA includes:

1. 1 year of job security (wages and benefits).
2. Transitional work: Temporarily assigned to a position qualified for

Employees are expected to accept opportunities for a comparable position, or the privileges of the transition status will be forfeited.



It's disappointing to hear you're making cuts to EVS. I can't remember a time we were overstaffed ever. I've worried about hurting my body and see me and my coworkers struggling doing the work of multiple people. Our clinics are filthy, the carts are too heavy, and our managers are third party and don't know what's happening. We've made numerous suggestions and nothing is heard. I like my job, and I want us to build the Kaiser that California has but when we're talking about finances instead of partnership it's a reminder that you're over there and we're over here. We report concerns and months go by without any answers. We're frontline of defense. If you cut EVS our rate of infection is gonna go up. It should be your top priority, not top of your list of positions to cut. **-Chia Vue, EVS, Tacoma Specialty Center**

# Meet your Kaiser Permanente Delegates

Name			Location	Job Title
Barratt, Jennifer	Med Ofc-Clinic Adm-Specity Care	Day	Admin. Center North, Spokane	Medical Assistant
Neumayer, Marie	Rgnl HR-Labor Relations	Day	Admin. Center North, Spokane	Medical Assistant
Van Tent, Sheri	Sterile Processing	Eve	Bellevue Medical Center	CS Tech II
Rodriguez, Anthony	Urgent Care	Eve	Bellevue Medical Center	Staff Nurse
Shaw, Valerie	Urgent Care	Night	Bellevue Medical Center	Health Unit Coord
Jessup, Cathleen	Physical Therapy	Day	Burien Medical Center	Physical Therapist
Vulaono, Makereta	Primary Care	Day	Capitol Hill Annex Building	Medical Assistant
Hyatt, Emily	Ambulatory Infusion Center	Day	Capitol Hill Main Building	Staff Nurse
Kaffka, Justin	Day Surgery-Recovery Room	Day	Capitol Hill Main Building	Health Unit Coord
Wolfe, Jessica	Day Surgery-Recovery Room	Shift 4	Capitol Hill Main Building	Staff Nurse
Morris, Renee	HH_HP Referral Intake Office	Eve	Capitol Hill Main Building	Visiting Nurse_NB
Maisano Torres, John	Physical Therapy	Day	Capitol Hill Main Building	Physical Therapist
Maestas, Tupamara	Radiology-Interventional	Day	Capitol Hill Main Building	Staff Nurse
Ambrose, Alice	Obstetrics/Gynecology	Shift 4	Capitol Hill North Building	Medical Assistant
Shea, Russell	Gastroenterology	Day	Capitol Hill South Building	Medical Assistant
Berhane, Ghenet	Prop/Fac-Facilities Svcs	Eve	Capitol Hill South Building	EVS TECH
Muna, Christine	Rgnl HR-Labor Relations	Eve	Capitol Hill South Building	EVS TECH
Birnberg Perry, Jill	Mental Health/Psych-NonMD Prov	Day	Everett Medical Center	Masters Level Therapist
Tautolo, Kim	Population Mgmt-Other Progs -	Day	Everett Medical Center	Medical Assistant
Lloyd, Marica	Primary Care Sports Medicine	Day	Everett Medical Center	Medical Assistant
Poskovic, Beba	Social Services	Day	Everett Medical Center	Spec Community Resource
Joy, Sara	Chemical Dependency-NonMD Prov	Day	Federal Way Medical Center	Therapist Substnc Use Disorder
Champ-Gibson, Arleigh	Hospice_Int_Spiritl Counselor	Day	Federal Way Medical Center	Counselor Hspc Spirit
Green, Genevieve	Social Services	Day	Kendall Yards	Spec Community Resource
Overton, Madison	Hospice - Internal - Nursing	Day	Lynnwood Medical Center	Visiting Nurse
Posadas, Tanya	Primary Care	Day	Lynnwood Medical Center	LPN
Pierre-Louis, Atalanta	Nurse/Injection Clinic	Day	Northgate Medical Center	Staff Nurse
Baker, BreAuna	Head and Neck	Day	Olympia Medical Center	Medical Assistant
Campbell, Russell	Prop/Fac-Facilities Svcs	Eve	Olympia Medical Center	EVS TECH
Villar, Rebecca	Dermatology	Day	Port Orchard Medical Center	Medical Assistant
Pierani, Sarah	Nurse/Injection Clinic	Day	Port Orchard Medical Center	Staff Nurse
Burnett, Danna	Primary Care	Day	Port Orchard Medical Center	Medical Assistant
Lindsay, Teri	Primary Care	Shift 4	Puyallup Medical Center	Medical Assistant
Reis, Candace	Social Services	Day	Puyallup Medical Center	Spec Community Resource
Steinhaus, Randy	Social Services	Day	Rainier Valley Medical Center	Social Worker (MSW)
Ma, Tim	Rgnl HR-Labor Relations	Day	Renton Administration - Baker	Physical Therapist
Murray, Teri	Rgnl HR-Labor Relations	Day	Renton Administration - Baker	Liaison Nurse
Diaz-Reddick, Carmen	Clinical Pharm- Anticoag	Day	Renton Administration-Glacier	Medical Assistant
Marsden, Kirsti	Med Ofc-Clinic Adm-Specity Care	Day	Renton Administration-Glacier	Medical Assistant
Texera, Laura	Mental Health/Resource-Sch	Day	Renton Administration-Glacier	Coord MH Access Center
Boyd, Jennifer	Pop Mgmt-24 Hour Advice Line	Eve	Renton Administration-Rainier	Staff Nurse
Willison, Tammy	Pop Mgmt-24 Hour Advice Line	Day	Renton Administration-Rainier	Staff Nurse
Teeter, Vanessa	Ambulatory Infusion Center	Day	Riverfront Medical Center	Staff Nurse
Hodge, Alesha	Primary Care - APC Float - 113	Day	Riverfront Medical Center	Medical Assistant
Williamson, Kari	Urgent Care	Day	Riverfront Medical Center	Medical Assistant
Elevado, Stephanie	Primary Care	Day	Silverdale Medical Center	Medical Assistant
Tibbs, Tashe	Prop/Fac-Facilities Svcs	Day	Silverdale Medical Center	EVS Tech_Travel Grp
Vanden Bos, Jamie	Rgnl HR-Labor Relations	Day	Silverdale Medical Center	Medical Assistant
Kilberg, Laura	Urgent Care	Day	Silverdale Medical Center	Staff Nurse
Dumont, Michael	Mental Health/Psych-NonMD Prov	Day	Tacoma Mall Behavioral H & S	Masters Level Therapist
Thomas, La Nita	Day Surgery	Day	Tacoma Specialty Center	Surgical Tech
Loomis, Kelsey	Dermatology	Day	Tacoma Specialty Center	Staff Nurse
Kennedy, Rose	Nephrology	Day	Tacoma Specialty Center	Medical Assistant
Vue, Chia	Prop/Fac-Facilities Svcs	Day	Tacoma Specialty Center	EVS TECH
Bilka, Cheryl	Primary Care	Day	Veradale Health Center	LPN
Jackson, Natalie			Med Office	Medical Assistant
Wilson, Rocky			Silverdale Medical Center	Ortho Tech