

KAISER PERMANENTE NORTHWEST BARGAINING UPDATE



KAISER BARGAINING HEADED TO EXTRA INNINGS



After our massive rallies here and in California, our bargaining teams have agreed to new bargaining dates. While Labor and Management remain far apart on key issues, our teams are holding firm to protect our patients, our paychecks, and our pensions!

| OFNHP'S PRIORITIES | KAISER'S PRIORITIES |
|--|--|
| STAFFING | |
| <ul style="list-style-type: none">• Budgeted backfill• Enforceable staffing plans built with union input• Fill coded positions to core to reduce outsourcing | <ul style="list-style-type: none">• Gutting the "no-cancellation" policy• Forced floating of core staff |
| ECONOMICS | |
| <ul style="list-style-type: none">• Fair across-the-board wage increases and updated differentials to keep up with cost-of-living• No cuts to our health or retirement benefits | <ul style="list-style-type: none">• Management claims our region is over-paid• Two-tier retirement (no pension for new hires)• Increase our healthcare copays 400%• Limits to consecutive day pay |

Next bargaining dates: July 30 (Local) and August 28-29 (Alliance)
Save the date for a region-wide membership meeting on **Sunday, July 29**
to decide how we turn up the heat for a fair contract!

HUGE TURNOUT FOR BARGAINING RALLIES!



On Friday here in the Northwest, hundreds of OFNHP and UFCW members came together on the three largest KP campuses in our region. Over the weekend, thousands of Alliance union members flooded bargaining in Costa Mesa, California. **All together, it was the largest mobilization in the 20-plus years of the Labor-Management Partnership bargaining.**

ALARM FATIGUE CAMPAIGN SCORES INITIAL WIN

On Thursday afternoon Sunnyside management agreed to temporarily shut off the CANS system, which had been automatically bouncing cardiac telemetry alarms to Vocera.

This is a big, albeit temporary victory for our patients — and it happened because ONFHP members spoke up, loud and clear, about how severely these alarms disrupt patient care and drive alarm fatigue.

After hospital management informed our union that the discussion about CANS was “over” staff nurses and Cardiac Surveillance Techs called out management’s real agenda: Automating CSTs out of a job.

After the alarms started flooding our Voceras, we protested to managers and in huddles. We did a concentrated week of SIRS reports and ADOs. Our OFNHP alarms committee did our own research and took our concerns to the KSMC

medical director. And, of course, we continued to #RedUp and support our contract campaign.

Management has been clear that this CANS shut-off is just a temporary respite. They fully intend to turn CANS back on after some joint study and evaluation--in other words, after some negotiations, which should start soon. It is clear that management wants only minor tinkering.

Please stay vigilant! The alarms committee will be laying out a plan of escalation soon, so stay tuned for a #PatientDefender update.

In solidarity,
Hospital-Wide OFNHP Alarms Committee



 **SAVE THE DATE: JULY 29 ALL-MEMBER MEETING**