

September 5, 2022

LMP at 25 years: Addressing a worker staffing crisis

As the 25th anniversary of the historic Partnership between Kaiser Permanente and the Coalition of Kaiser Permanente Unions approaches, the CKPU calls on Kaiser to step up to the Partnership to take on the healthcare worker staffing crisis and treat it as the patient care emergency that it is.

COVID-19 exposed the dangers of working in the healthcare field. It exhausted and traumatized healthcare workers, pushing many to leave the field in large numbers. In the past, Kaiser Permanente, with its LMP goal of Best Place to Work, would not have been so vulnerable to this massive test of the workforce. But with inflation eating away the value of Kaiser wages and the mental and physical strain of the pandemic taking its toll, Kaiser is facing record attrition and vacancies (30,000 vacancies!). This, in turn, undermines the patient care experience as complaints about longer wait times and less personally focused care are on the rise. The strain on the remaining understaffed workforce accelerates the exodus from the field, exacerbating the problem.

This doesn't have to be our story at Kaiser. The LMP gives us the tools to roll up our sleeves, problem solve, and work together to attract and retain the highest quality workforce of any healthcare system in the country. That is why the CKPU is calling on Kaiser Permanente to declare a joint commitment on the 25th anniversary of the Partnership to get 10,000 healthcare workers hired into the system nationwide over the next six months. Facing a severe staffing crisis and impending patient care crisis, our plan must focus on hiring new employees and retaining existing employees:

RECRUITMENT

- Revamp and streamline the hiring process from beginning to end: Eliminate obstacles, shorten timelines, and reduce barriers that keep people from getting hired quickly. CKPU unions are ready to embrace an expedited bidding process that safeguards the rights of current employees while bringing in new ones quickly.
- Establish a \$25 minimum wage throughout Kaiser: To meet this moment, work in healthcare must be elevated so those who choose it can support families in Kaiser's high-cost markets as the cost of necessities skyrocket.

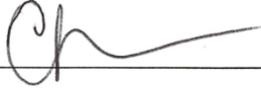
- In each region, adjust pay scales in classifications where current rates are not attracting talent: In this labor market, Kaiser will need to do more to attract talent in classifications where workers are scarce. CKPU unions stand ready to re-negotiate pay scales and differentials where it is necessary to fill jobs.
- Scale up the investment in growing the workforce of the Future: Kaiser is leading the way with Futuro Health and other workforce development programs. But with the magnitude of the staffing crisis growing every day, Kaiser must use its enormous resources and geographic network to accelerate its investment in workforce training. Expanding paid internships in clinical settings at every medical center and then hiring those who are successful, as well as growing programs that reach into every community to offer education and training, followed by job placement, to people who represent the diversity of our communities, should be resourced at the highest level possible.

RETENTION

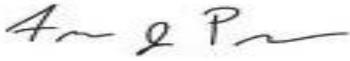
- Address worker burnout: Despite mental and physical burnout, workers' commitment to patient care is unwavering. We must minimize workers' feelings of guilt or other obstacles to using time off to take care of themselves by ensuring adequate staffing to cover expanding services, limit overtime requests, including double and triple shifts, and provide coverage for time off.
- Restore respect for frontline workers' voices: Engage labor in problem solving pro-actively at the lowest possible level and hold organizational leaders accountable to ensure this happens consistently.
- Solidify the commitment of on-call workers: On-call workers know the facilities, the policies, and the values that Kaiser operates under. Lock in their commitment by offering regular jobs to those who have shown they have the ability and desire to do the work well before they take their talents somewhere else.
- Abolish experience barriers for all entry-level jobs and build and support robust on the job training: If applicants, internal or external, have the certification and training necessary, get them in the door and help them build experience as employees. Bolstering precepting, paid internships, and other on the job training programs will build an experienced workforce over time.

25 years ago, visionary leaders imagined a new approach to labor relations that could harness the energy and ideas of labor and management, tackling big challenges together. Through that, we transformed Kaiser into the leading healthcare system in the country. On this 25th anniversary, let's embrace the true spirit of Partnership to solve the healthcare worker shortage and provide the care that our patients deserve.

**COALITION OF
KAISER PERMANENTE
UNIONS**



Caroline Lucas, CKPU Executive Director



Francisco Preciado, Executive Director, ESC Local 20 IFPTE, CKPU Executive Board Vice Chair



Meg Niemi, President, SEIU Local 49, CKPU Executive Board Member



Vicki Jackson, Kaiser Division Director, SEIU-UHW, CKPU Executive Board Chair



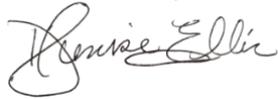
Tamara Rubyn, President/Business Manager, OPEIU Local 29, CKPU Secretary-Treasurer



Susan Korenkov, Lead Healthcare Representative, UFCW 555, CKPU Executive Board Member



Darren Wallace, Kaiser LAMC, SEIU-UHW
Executive Board Member



Denise Ellis, Kaiser Orange County North, SEIU-
UHW Executive Board Member



Gabriel Montoya, Kaiser Downey, SEIU-UHW
Executive Board Member



Jon Portez, Kaiser Downey, SEIU-UHW Executive
Board Member



Micheula Fletchall, Kaiser Woodland Hills, SEIU-
UHW Executive Board Member



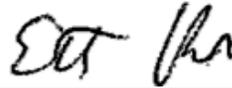
Roy Ongpin, Kaiser So. San Francisco, SEIU-UHW
Executive Board Member



Vicki Jackson, Kaiser Division Director, SEIU-UHW



Debru Cathan, Kaiser Modesto, SEIU-UHW
Executive Board Member



Ethan Ruskin, Kaiser San Jose, SEIU-UHW
Executive Board Member



Georgette Bradford, Kaiser Sacramento, SEIU-
UHW Executive Board Member



Lori Pimentel, Kaiser Vacaville, SEIU-UHW
Executive Board Member



Norma Navarrete, Kaiser Antioch, SEIU-UHW
Executive Board Member



Sonya Allen-Smith, Kaiser 1950 Franklin, SEIU-
UHW Executive Board Member



Mandy Vega

Mandy Vega, HNA LRS

Dan Ross

Dan Ross, President HNA

Ken Tomita

Ken Tomita, PCC



Michael A. Ramey

Michael A. Ramey, President

Marianne Giordano

Marianne Giordano, Executive Director/CFO



CRoderick

Carolynne Roderick,
Contract Campaign Coordinator

 **Local 29**
Office and Professional Employees International Union



Tamara R. Rubyn, President/Business Manger



Emily Pacheco, Business Representative



Pharaoh (Lamont) Stone, Business Representative



Christie Dubeck
OPEIU 29 Liaison



Joanna Harris
OPEIU 29 Liaison



Andrea Johnson
OPEIU 29 Liaison



OPEIU 29 Shop Steward



OPEIU 29 Shop Steward



OPEIU 29 Shop Steward



Kelly Gschwend, Secretary-Treasurer/Business Representative



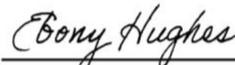
Samuel Berry, Business Representative



Tamra Decker
OPEIU 29 Liaison



Bethany Easiley
OPEIU 29 Liaison



Ebony Hughes
OPEIU 29 Liaison



OPEIU 29 Shop Steward



OPEIU 29 Shop Steward



OPEIU 29 Shop Steward



OPEIU 29 Shop Steward

Diane Swihart

OPEIU 29 Shop Steward

Crystal Ramirez

OPEIU 29 Shop Steward

Sean Saxton

OPEIU 29 Shop Steward

Tamara Surrell

OPEIU 29 Shop Steward

Ariana Espen

OPEIU 29 Shop Steward

Diana Reynolds

OPEIU 29 Shop Steward

Deanna Andry

OPEIU 29 Shop Steward

Amber Moe

OPEIU 29 Shop Steward

Darmell Brown

OPEIU 29 Shop Steward

Jessica Ruiz

OPEIU 29 Shop Steward

Antione Deevers

OPEIU 29 Shop Steward

Anjanette Keller

OPEIU 29 Shop Steward

Jawana Bryant

OPEIU 29 Shop Steward

Kundra Vaughn

OPEIU 29 Shop Steward

Tasha Brown

OPEIU 29 Shop Steward

Nataki Russell

OPEIU 29 Shop Steward

Leanna Borba

OPEIU 29 Shop Steward

Shantina Clark

OPEIU 29 Shop Steward

Erica Zarka

OPEIU 29 Shop Steward

Michelle McWilliams

OPEIU 29 Shop Steward

Chevella Brown

OPEIU 29 Shop Steward

Shelia Bradley

OPEIU 29 Shop Steward

Charles Lowe

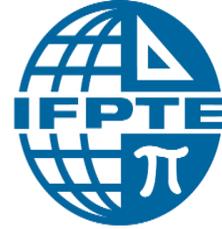
OPEIU 29 Shop Steward

Tony Montgomery

OPEIU 29 Shop Steward



**Engineers & Scientists
of California**
Local 20 IFPTE



Nicole Dennis
Genetic Counselor Coordinator

Lena Yee
Medical Professional Unit, District 2

Deb Deveno, OD
President OUB

Eleanor Kung
Optometry Unit Board, District 2

Shae Schoop
Medical Professional Unit Secretary

Neda Jam, OD
Optometry Unit Board, District 1

Connie Savoy
Medical Professional Unit President

David Jew
Optometry Unit Board, District 4

Kelly O'Shea, OD
Optometry Unit Board, District 5

Kenie Brima
Medical Professional Unit Board, District 1

Kathleen Doerr
Home Health Therapist Steward

Francisco Preciado
Executive Director ESC Local 20, IFPTE



Meg Niemi
President, SEIU Local 49

Dawn Martin
Medical Assistant, Improvement Advisor
SW Washington Seat, SEIU Local 49

Juanita Kamhoot
Surgical Tech, Improvement Advisor
Kaiser Seat, SEIU Local 49

Beth Swanson
Medical Assistant,
Sr. Regional Speciality Care Labor Partner
Healthcare Seat, SEIU Local 49

Paula McGuffey
Unit Specialist, UPR, LMP Trainer
Secretary-Treasurer, SEIU Local 49

Wally Walls
Patient Access Specialist
Sergeant-at-Arms, SEIU Local 49

1-800-955-3352
MAIN OFFICE

503-238-8653
FAX

3536 SE 26TH AVE
PORTLAND, OR 97202

@SEIU49
TWITTER

SEIU LOCAL 49
FACEBOOK

WWW.SEIU49.ORG

UFCW LOCAL **555**

Dan Clay, President Sandy Humphrey, Secretary-Treasurer



Esai Alday
Assistant to the President UFCW 555



Mara Hooper
Improvement Advisor UFCW 555



Susan Korenkov
Lead Healthcare Representative UFCW 555



David LaGuardia
Hospital Labor Partner, UFCW 555



Sarah Martinez-Garcia
Healthcare Representative UFCW 555



Melissa Bruggeman
Ambulatory Imaging Services Labor Partner,
UFCW 555



Tiffany Baumhardt
Labor Liaison UFCW 555



Chawn Bosisto
Pharmacy Services Labor Partner, UFCW 555



Stacey Anderson
Union Partnership Representative/
Improvement Advisor UFCW 555



Ashley Cooke,
Pharmacy Services Labor Partner, UFCW 555

UNITED FOOD & COMMERCIAL WORKERS LOCAL 555

7095 SW Sandburg Street • PO Box 23555 Tigard, Oregon 97281-3555 • Office: 503-684-2822 • Fax: 503-620-3816 • ufcw555.org





Suzanne Mode
Suzanne Mode, Business Manager
OPEIU Local 8



SEIUHealthcare®
United for Quality Care

X *Jane Hopkins*
Jane Hopkins, RN, President
SEIU Healthcare 1199NW

X *Laura Kilberg*
Laura Kilberg, RN, Executive Board

X *Carmen Diaz*
Carmen Diaz, MA-C, Executive Board

X *Jamie Vanden Bos*
Jamie Vanden Bos, MA-C, Contract Specialist,
Executive Board

X *Nancy E. Wittman R.N. B.S.N.*
Nancy Wittman, RN, Executive Board

X *Teri Sterling*
Teri Sterling, MA-C, Executive Board

X *Leslie Cohn ARNP*
Leslie Cohn, ARNP, Contract Specialist,
Executive Board

X *Chua Vue*
Chua Vue, Custodian, Executive Board

X *Cathleen Jessup*
Cathleen Jessup, PT, Executive Board

X *Mike Dumont*
Mike Dumont, MLT, Executive Board

X *Cecily Dash*
Cecily Dash, MA-C, Executive Board

X *Marie Neumayer*
Marie Neumayer, MA-C, UPR, Executive Board

X *Atalanta Pierre-Louis*
Atalanta Pierre-Louis, RN, Executive Board

X *Teri Murray RN*
Teri Murray, Liaison RN, UPR, Executive Board



A handwritten signature in black ink, appearing to read "Stephanie Felix-Sowy". The signature is written in a cursive style with a horizontal line underneath.

Stephanie Felix-Sowy, President

A handwritten signature in black ink, appearing to read "E'shal M. Fowlkes". The signature is written in a cursive style with a horizontal line underneath.

E'shal Fowlkes, Secretary-Treasurer

A handwritten signature in black ink, appearing to read "Patricia Johnson-Gibson". The signature is written in a cursive style with a horizontal line underneath.

Patricia Johnson-Gibson, HC Vice President

A handwritten signature in black ink, appearing to read "Janet Hobbs". The signature is written in a cursive style with a horizontal line underneath.

Janet Hobbs, HC Division Director



Linda S. Bridges

Linda Bridges, President

Sarah Levesque

Sarah Levesque, Secretary-Treasurer