

# BARGAINING UPDATE #18

January 30  
2021

## UNITED NURSES AND HEALTH CARE EMPLOYEES OF HAWAII



**UNHCEH**

**UPHI**

**HI Therapists**

## UNHCEH Members Call for a Fair Wage That Respects Our Work

Our bargaining team has spent the last two weeks fighting for a fair wage increase that respects our hard work, the sacrifices we've made, and the dangers we face every day during these pandemic years 2020 and 2021.

### A Win on Contract Duration

We've won a Tentative Agreement (TA) on our proposed contract duration:

- Four years
- Effective October 1, 2020—September 30, 2024
- Wage re-opener in the third year

### How it Works

Normally, issues such as wages can't be bargained in the middle of a contract.

However, the wage re-opener allows us to bargain over that one issue—new wage increases for the last two years of the contract—in late 2022.

Nothing else in the contract will be eligible for re-negotiation at that time.

That means we can lock in the strong language that we've won on working conditions, benefits, and other aspects of the contract, for the full four years.

At the same time, the wage reopener allows us to secure two years of wage increases, while allowing us to negotiate the last two years under less unpredictable circumstances.

**Note:** Some members have asked why there has been no January raise yet. The answer is: We're still bargaining it.

**Next Bargaining Dates: 2/1 & 2/3**

"All of the employees have been going above and beyond for the last couple of years. We've pushed our limits and worked to our full capacity and potential. We've been adapting and growing while advancing during an unprecedented pandemic. We are hopeful that management and Kaiser will respectfully come alongside us, rise to the occasion as well—and support us by bringing up our wages and benefits."



—Jacob Kirchoff, RN, HBV-Imaging

"Every day I do my best for the community, despite the pandemic. I work hard and I'm loyal. The job doesn't stop for us. It should go both ways: We take care of MHS, and MHS takes care of us."



—Karen (China) Kapuras, Patient Access Clerk

"Think of everything we've been through the past year—all the extra shifts, stress, outbreaks in the hospital. The hospital staff IS the community. We work here and live here with our families. The hospital presents us as heroes who've stepped up, and that's great, because we did. We deserve to be valued and paid equitably."



—Peg Naylor, RN, Med-Surg

"After the increased risks we've taken on this year, providing care for our community in this pandemic, we've earned the compensation of a cost of living increase."



—Josh Masslon, RN, ICU