

Union Survey

OPEIU

Local 

for Local 8 Members at KAISER PERMANENTE/WASHINGTON

Spring 2018

2018 Union Contract Bargaining Survey

Our own OPEIU Local 8 Contract negotiations begin soon! To ensure our voices get heard and our Union Contract reflects our priorities, we need your participation. Survey information collected will be used to identify workplace solutions and develop contract bargaining proposals for our local Agreement.

Make Your Voice Count!

Return your Survey by **Monday, June 4** by scan to libby@opeiu8.org or fax to 206-441-0207.

Please fill out this important contact information!

Individual survey results will be kept confidential. Please Print.

Name (optional) _____

Job Title _____ Facility/Dept. _____

Cell Phone _____ Work Phone _____

Home Email _____

Priorities—which workplace issues do you care about most?

Give each of the items on the next page a rating using the following guidelines:



High Priority: I feel strongly enough about this issue to take action to obtain it. For example, I'd be willing to attend a rally, press conference, other community event, leaflet my workplace or, if necessary, picket to win on this issue.



Medium Priority: I feel strongly enough about this issue to participate in workplace activities to obtain it, such as signing a petition, attending a meeting, wearing a button or talking to fellow co-workers.



Low Priority: I feel this issue may be important but it isn't as important as other issues.

OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 8

1-800-600-2433 or 206-441-8880 Fax: 206-441-0207 www.opeiu8.org

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www.facebook.com/OPEIULocal8

Place a check in the boxes below to rate your priorities based on the instructions on the first page. Add any comments and/or examples in the space provided on the back page.

High	Medium	Low	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	a. Improve ability to take time off from work
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	b. Add additional steps to the wage scale
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	c. Improve training opportunities
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	d. Stop subcontracting out or transferring of our work to non-union employees
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	e. Address workload issues
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	f. Increase opportunities for promotion and advancement
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	g. Secure fair wage increases each year of the Contract
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	h. Protect seniority for layoffs, promotions, vacations and other areas
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	i. Strengthen layoff language
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	j. Apply all terms of the KP National Agreement to KP/WA
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	k. Other priority (write-in and rate) _____
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	l. Other priority (write-in and rate) _____

Please answer the following questions:

Please be sure to fill out the contact section on the front page so we can follow up on any of your responses below. You can attach additional paper, if necessary.

1. In addition to the approximately 2% step increase that most receive based on one year of service, we will be seeking an across-the-board increase each year of the Contract. What would you consider a fair across-the-board increase for **each year** of the Contract?

- 1-2% 2-3% 3-4% More than a 4% increase each year

2. If your position should be reclassified (to a higher group or different position) or upgraded, please provide details:

3. Do you know of OPEIU bargaining unit work being performed by non-union employees at KP/WA? If yes, please provide examples:

4. Are there any issues you'd like the Union Bargaining Team to address concerning your ability to take time off from work (either vacation or sick leave) or your ability to take medical or other types of leave? If yes, please provide details:

5. Please give any examples of workload issues and/or standard work processes/procedures you would like to see addressed in contract negotiations:

6. Have you suffered an on the job injury in the last three years? Please explain how and if you felt supported by your Employer.

7. Are you getting your 15-minute breaks on a regular basis? Yes No If not, please provide details:

8. Are you getting your lunch breaks? Yes No

If not please explain how often they are missed or more than 5 hours from your start time or challenged when submitted for pay

Please use the space below to elaborate on any of your responses or to add any other priority issue. Please attach an additional page if you need more room.

Steps to Negotiate a Strong Union Contract

Our Bargaining Team can't secure a strong Union Contract without all of us working together and staying united. Our Union is only as strong as we make it. **Please be sure to fill out the contact information on the front page so we keep you updated!**

- Yes, I'd like to be on the Contract Action Team (CAT) for my work area.**
This means supporting my Bargaining Team by distributing flyers and other Union information, staying informed during contract negotiations to educate co-workers and occasionally bringing information back to the bargaining table.
- Yes, I'd be willing to attend meetings, wear a button, sign a petition or do similar actions to help win a fair Contract.**
- Yes, I support my Bargaining Team and will stay informed during negotiations by reading my Bargaining Updates and checking our Union's website at www.opeiu8.org.**
- It hurts us at the bargaining table when employers compare us to non-union worker standards. Help non-union workers become union in healthcare. Check here if you have a friend/family member who works without the benefit of a Union Contract. Fill in contact information on the front page so we can follow up.*

Please return your survey to OPEIU Local 8 by Monday, June 4.

Once Surveys are compiled, we'll share results by personal email and snail mail. Our first bargaining session is Thursday, June 21.

Many thanks to our KP/WA Bargaining Team for working hard to bring us under the KP National Agreement and a new Local 8 Contract: **Jan Abberger, Paul Bender, Tamie Buchheit, David Evans, Brenda Huffman, Jani Myles, Tara Powell, Bobbie Pringle and Kerry Warner.**

If you have any questions, please contact: Mary Maloy marym@opeiu8.org or Leslie Liddle Leslie@opeiu8.org