

Union Update

OPEIU
Local 

for Local 8 Members at KAISER PERMANENTE WASHINGTON

February 27, 2019

KP National Bargaining – Update

Well, there is not much to report on this topic once again. The Coalition of KP Unions, of which OPEIU Local 8 is a member, filed an Unfair Practice charge (ULP) with the National Labor Relations Board (NLRB) in Oakland, CA alleging that the employer has refused to bargain with the Coalition and predicated bargaining on the Union agreeing to a “new” partnership agreement. The NLRB agreed with the Coalition and issued a complaint, scheduling an evidentiary hearing for March 19, 2019 in Oakland.

So, we are holding tough in anticipation that we will get back to the table to negotiate a National Agreement that includes OPEIU Local 8 in Washington State.

New Attendance Policy

Kaiser Permanente of Washington and the unions representing workers partnered to develop a new attendance policy for all employees. The new policy came out of our 4-year agreement on health care benefits in which the unions agreed to form a committee to meet and identify best practices to improve attendance at KPWA, improve overall operating performance, optimize the member experience, optimize staff satisfaction and support the organization’s goals. The committee reviewed attendance policies from other KP regions. The committee agreed that the previous policy that relied on being in compliance and an occurrence-based corrective action system was adversarial, allowed for less discretion for managers to handle employee’s life situations, and hand-cuffed managers to forecast attendance trends. The new policy – effective Q1 2019 – is performance-based. It requires managers to observe patterns of attendance/tardies/absenteeism and identify impacts to the work unit. Concerns then trigger an attendance review meeting with the manager to discuss causes and how to collaborate with employees on attendance. This policy provides more freedom to collaborate on balancing life and work.

Information on the new policy is available on the KP employee website.

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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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Retro Pay

It's finally coming! Yeah!

We have confirmation that the retro pay included in the new agreement will be in employees March 8th pay.

If you recall, we bargained an additional .5% retroactive to April 1, 2018 for all employees along with parity for Eastern Washington workers in our agreement ratified in December of 2018. The retro pay has taken some time to calculate – apparently it had to be done manually – but it looks like it's here.

We suggest that you make sure that it is correct. If you have any questions about your retro pay, please contact your Union Representative: Leslie Liddle (360-701-6615) leslie@opeiu8.org; Mary Maloy (206-441-8880 x106) marym@opeiu8.org; or Amanda Montoya (206-441-8880 x110) amanda@opeiu8.org.

Mentor Pay

There has been some confusion regarding the new Mentor Pay provision of the agreement. Effective October 1, 2018, employees assigned to provide expertise and guidance to new hires as part of onboarding or to regular employees determined to need mentoring shall be paid \$1.00 per hour premium for their entire scheduled shift.

If you qualify for this premium pay, please make sure that your supervisor/manager is coding this correctly in the payroll system.

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