

# Union Update

**OPEIU**  
Local 

for OPEIU Local 8 members at Kaiser Permanente/Washington

## Contract Specialist

We are pleased to announce that Bobbie Pringle has been selected as our Contract Specialist! Bobbie has worked in Patient Financial Services since 1998. She has been an active Shop Steward for KPWA members for the last 10 years. She has also served on the Contract Bargaining Committee during the last two contracts as well as attended Coalition of KP Unions National Bargaining. We are excited to see what she will bring to this new role. Please take time to show her your support!



The Contract Specialist position is part of the Coalition of KP National Agreement and partners with HR Consultants, management, national liaisons, and union affiliates. This position involves contract interpretation, grievance handling, problem resolution, implementation of KP Labor/Management Partnership (LMP) initiatives, oversight of consistent contract administration, training, development of education tools and recruitment of Shop Stewards and union activists to engage bargaining unit employees in Partnership activities. The position of Contract Specialist is not intended to replace the role of Shop Steward.

## Have you heard of the Performance Sharing Program (PSP)?

The *Performance Sharing Program* (PSP) is a new benefit that all represented staff are entitled to under the Coalition of KP Unions National Agreement. The PSP is an incentive program where the representative staff work to meet goals on Attendance, Safety, Quality, Affordability and Service to earn a lump-sum bonus. This is a way for Kaiser Permanente and staff to work together to help the company Thrive. You will hear more about the PSP soon.

## Unit Based Teams (UBTs), a thing of the future?

Unit Based Teams (UBTs) will soon be coming to KPWA. The UBTs are work groups that assist KPWA in meeting specific goals to improve the organization. Unit Based Teams will include supervisors, stewards, providers, and employees. The goal is to engage all involved to create a healthy work environment and a commitment to success.

## What is the Labor Management Partnership (LMP)?

The *Labor Management Partnership* brings together members, managers, and physicians at all levels of the organization. Teams come together with ideas for solving problems and make decisions to provide better care, service, and work life. Below are some teams currently being formed.

### **Performance Sharing Program (PSP) Growth Initiatives**

Create plan to implement and support 2020 PSP growth initiatives in KPWA.

### **Labor Management Partnership (LMP) Participant Training**

Plan LMP training. This team will assess and recommend training-activities. They will document and set goals to ensure expected outcomes are achieved.

### **Workforce Development**

Workforce Development team will align, coordinate and plan enrichment efforts to ensure that all employees will remain competitive in the healthcare environment.

### **Labor Management Partnership (LMP) Engagement Campaign**

Create plan to increase awareness and knowledge of LMP programs and support communication needs.

### **Labor Management Partnership (LMP) Staffing Model**

Identify staff and resources needed to implement the LMP. Identify LMP roles, budget, hiring plan, and onboarding timeline for calendar year 2020.

### **Labor Management Partnership (LMP) Council**

Determine size of committee, structure, participants, and plan to transition current Governance Team to Council.

### **Labor Management Partnership (LMP) Committee alignment**

Identify success metrics and assess current KPWA joint committees. Align, consolidate, or discontinue existing LMP committees and recommend implementing additional groups.

### **Unit Based Teams (UBTs)s**

Support implementation of UBTs. This team will create and provide training, identify a budget, design work processes, and proactively identify problems and work towards resolutions.

*Do any of these groups interest you? If so, OPEIU Local 8 welcomes your participation with a goal of ensuring our co-workers' concerns are represented. As part of the team, you would meet with employees from all three unions and management to help implement the above-named groups. Please contact OPEIU Local 8 at [opeiu8@opeiu8.org](mailto:opeiu8@opeiu8.org)*

## **Welcome New Shop Stewards:**

We are excited to welcome new Shop Stewards who will join our current stewards at KPWA. Our Local 8 Shop Stewards play a vital role in building a strong union workplace and protecting workers' rights. Stewards represent workers in meetings with management that could lead to discipline, help mobilize co-workers to act, introduce the union to new employees and much more.

Coreale Forrest, Renton Campus Glacier  
Jeremy Shuler, Renton Campus Glacier  
Andrew Acob, Central Main Building (CMB)  
Merry Vorng, Federal Way Clinic  
Karla Stewart, Olympia Medical Center  
Cami Cadin, Tacoma South Medical Center  
Emily Clavel, Spokane Administrative Center  
Sara Cusack, Spokane Administrative Center  
Colleen Thelin, Spokane Administrative Center

To see a complete list of KP Shop Stewards, [click here](#).

## **Want to get more involved?**

If you are ready to learn more about becoming a Shop Steward, please send an e-mail to: [opeiu8@opeiu8.org](mailto:opeiu8@opeiu8.org)

## KPWA Wellbeing Platform...Have you started your journeys?

As union members, we have all learned *not* to say 'no' to higher wages. Keep in mind that if you choose not to complete the KPWA Wellbeing Platform requirements you are leaving money on the table. **Only 2 Months Left** for OPEIU KPWA Employees to Earn Points Toward Your 2021 Medical Premium Discount of \$1200.

There are still lots of [ways to earn points](#) before the end of the program year on **September 30**. (*Connection link, will only work from work location*)

Just getting started? [Sign in to the well-being platform](#) and earn points by:

- Completing the [health assessment](#) (200 points). (*Connection link, will only work from work location*)

Start your individual development plan process by completing a **development self-assessment**. Once complete, you can self-attest under the **Rewards** tab (200 points).

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## Upcoming Events

**Shop Steward/Leadership Training: Organizing in the Workplace**  
Tues, Aug. 11, 6:00 – 7:30 p.m.

**Shop Steward/Leadership Training: Contract Enforcement**  
Wednesday, Sept. 9, 6:00 – 7:30 p.m.

**Membership Assembly**  
Saturday, Sept. 26, 10:00 a.m. – 4:00 p.m.

**Shop Steward/Leadership Training**  
Thursday, Oct. 24, 6:00 – 7:30 p.m.

**Southwest Regional Meeting: Race and Equity in the Labor Movement**  
Saturday, Oct. 24, 9:00 a.m. – 12:30 p.m.

**Shop Steward/Leadership Training: Washington Paid Family Medical Leave**  
Tuesday, Nov. 17, 6:00 – 7:30 p.m.

Register for any of these events [online here](#) or email [Sally@opeiu8.org](mailto:Sally@opeiu8.org).

A Zoom invitation will be emailed to registrants the day before the event.

The New Member Initiation Fee Rebate and the Shop Steward Recognition Program (either but not both) apply to this meeting and to the meetings listed below.

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Want to stay informed about union negotiations, meetings, and actions in your workplace?

Text **Local 8** to **97779** to receive text updates.

It will prompt you to let us know your name and where you work to make sure you get the right updates. (Message and data rates may apply).

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Visit our website



OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 8

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STAY CONNECTED

