

Union ★
Update

OPEIU
Local



for OPEIU Local 8 members Kaiser Permanente/Washington

Mandatory COVID Vaccines

Last week, Kaiser announced its vaccination mandate – a decision made without engaging with the Unions through the Coalition of Kaiser Permanente of Unions (CKPU) or using the partnership process. OPEIU Local 8 and all the other Unions in the CKPU are very disappointed that KP excluded the employees who are working the frontline in this pandemic. Instead of using our partnership process to advance our shared goals of public health and worker safety, KP chose to unilaterally implement their decision and alienate us, their partners. CKPU submitted a Demand to Bargain Letter to Kaiser Permanente. Bargaining will take place this week and will continue until we can come up with an agreement. The Coalition remains committed to holding KP accountable to working with its labor partners and we believe that we can effectively address issues and others by working together in partnership rather than KP acting unilaterally and without our members input. We will share more information as soon as we know more.

Attendance Champion

Per the National Agreement, the Coalition of Kaiser Permanente Unions has committed to reducing our absenteeism rates by 2% before December 31, 2021. Currently, we have Okwui Abuachi from OPEIU Local 8 who has been assigned to be our Attendance Champion. Our Attendance Champion has been traveling to different locations to educate members on this commitment to improve attendance. He also provides you with the Coalition Pledge for you to read and choose to sign to show your commitment to helping make this change. If you see Okwui, please stop and introduce yourself.



HR Connect

We are aware that PTO accrued hours are showing on the paychecks after the pay period. KP is currently working on correcting this issue and they have stated that it should be completed by the end of September. Keep in mind, if you are still having payment issues that are not being resolved reach out to your union rep to make sure they are aware of the issue and can help find a resolution.

Reminder of Your “Weingarten” Rights

As a Union member, you have the right to union representation any time you face a meeting or discussion with a member of management that could lead to discipline. This comes from a 1975 U.S. Supreme Court decision *NLRB vs. Weingarten, Inc.* Your employer has no obligation to inform you of your right to have a Union Representative present. You must ask for and assert your rights! Your employer must give you time to contact a union representative and allow the representative to be present at the meeting. “Weingarten” rights apply when a supervisor is questioning an employee to obtain information the employee reasonably believes could be used as grounds for discipline. If the meeting is solely to inform about a discipline without an investigation, these rights don’t apply.

Here’s what you say:

“If this meeting is an investigation that could in any way lead to discipline or termination, I request that my Union Representative be present before continuing.”

Your employer may:

1. Agree to your request and wait or the Union Representative to arrive or reschedule the meeting.
 2. Deny your request and end the meeting immediately.
 3. Give you the choice of ending the meeting or continuing without representation, or
 4. Deny the request and continue to ask questions. You should then repeatedly but respectfully ask for union representation and protest the denial of your rights.
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Have you completed all needed tasks to get your Well-being points discount?

Less than one month left to complete your Well-being points for the year. There is still time if you start NOW! Keep in mind completing all tasks will award you a discount in medical premiums. KP does not allow for partial awards so make sure you complete it on time. Please see below the information KP provided earlier this week.

Well-being resources

Deadline reminder: Time to wrap up your points

The September 30 deadline to earn points toward your 2022 medical premium discount is fast approaching. Make the most of the time you have left by jumping in and earning now! Don't forget that 1,200 points = \$1,200 savings. [Log in to the employee well-being platform](#), create an account, or [explore all the ways you can earn](#). Questions? Reach out to EmployeeExperience@kp.org.

Become a Shop Steward:

Do all your co-workers come to you with questions about your department? Are you the one that usually brings ideas to management so that changes can be made? Have you cracked open the local contract to find out if something is ok or not? Do you look at the union bulletin board and think someone should update it? If you have, it seems that you are already doing some of the work of a Shop Steward. Having active Shop Stewards is one of the ways that we can create changes at the KP. If you would like to become a Shop Steward, please reach out to your representative to let them know that you are interested.

Some things that Shop Stewards do:

- Update Bulletin Boards
- Know the Contract
- Listen to what members have to say

- Attend Membership Assemblies
- Get to know management
- Know when to refer someone HR
- Read all union updates
- Get to know co-workers
- Learn the KP policies
- Distribute Union Updates
- Attend KP Committee Meetings
- Report changes in policies
- Learn how unions work
- ...And more

If you would like to become a Shop Steward, please reach out to your representative to let them know that you are interested.

Contract Specialist

We are pleased to announce that Bobbie Pringle has agree to continue as our Contract Specialist! Bobbie has been in the role since August of 2020. As a reminder 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. Prior to accepting this position, Bobbie worked in Patient Financial Services for around 14 years. She has been an active Shop Steward for KPWA members for the last 12 years. She served on the Contract Bargaining Committee during the last two contracts as well as attended Coalition of KP Unions National Bargaining. Please take time to congratulate her on her continued role.



Upcoming Events

Robert Rules Training, Saturday, September 18th, 9:30am-11am

Robert's Rules is a set of rules that should help people run a smooth and efficient meeting. Unfortunately, Robert's Rules has also been used in a way to keep people from being able to have a voice in important meetings. At times if someone did not know the rules it was hard to speak in meetings. Since many more KP LMP meetings will be coming down the pipe, as we roll into the National Agreement, OPEIU Local 8 wants to make sure you have all of the tools available to have best experience and can always have your voice heard. This training will be led by National OPEIU President, Richard Lanigan. We hope to see you there. RSVP by September 16 [online](#) or by email to Sally@opeiu8.org.

Membership Assembly, Saturday, September 24th, 10am-1pm

If you have not attended an OPEIU Local 8 Assembly before this could be your chance to check one out. The meeting will be help by Zoom. And during this meeting you will have an opportunity to:

- Learn more about the union
- Meet other members who are also part of OPEIU 8
- Volunteer to fill open union positions
- Find out the latest OPEIU Local 8 updates

- And so much more...

All members are welcome. To attend, RSVP by Tuesday, September 21 [online](#) or by email to Sally@opeiu8.org.

Questions? Your Kaiser Permanente Representatives are:

Bobbie Pringle, Contract Specialist, Bobbie@opeiu8.org
Supports Union Representatives and members on all labor related issues

Leslie Liddle, Union Representative, Leslie@opeiu8.org
Covers South Sound area and Eastern Washington

Patrick Pedersen, Union Representative, Patrick@opeiu8.org
Covers North Sound area and the PCAC

Tara Powell, Union Representative, Tara@opeiu8.org
Covers the Renton Campus excluding the PCAC

Visit our website



OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 8

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