

Union ★
Update

OPEIU
Local



for Local 8 members at Kaiser Permanente/Washington

In response to your questions & concerns we've heard about the new KP National Agreement...

Why aren't we getting the same annual wage increases as KP workers in California?

Every KP Region will receive a 3% wage increase each year of the new 4-year National Agreement – unlike previous years when California workers received higher amounts. For this contract, the difference between California increases and the other Regions (ROCs – **R**egions **O**utside of **C**alifornia) is how that amount will be applied.

Annually, everyone will receive a 2% increase to wages effective the first full pay period following October 1. KP employees working in California will receive an additional 1% to their wages for a total of 3% guaranteed each year. For everyone else, you also will receive another 1% but either added to your wage rate or in a lump sum – for a total of 3%.

Whether or not this 1% is added to wages will depend on KP/WA meeting or exceeding margin performance targets. Since we are a relatively new acquisition, the annual targets for performance margins are set lower than other Regions. KP/WA must meet 0% in 2019 and 1% every year thereafter.

Obviously adding all 3% to wages is best and hopefully attainable for the KP/WA Region. But it is the first time in the history of the KP Partnership that ROC workers will receive the same percentage. As important, OPEIU Local 8 members will receive an additional 3% to wages in 2019, on top of the 2% already provided earlier this year – and that's not counting a step increase if you're still eligible for one.

What will we receive as a retiree medical benefit?

Effective January 1, 2020, KP/WA workers with at least 15 years of service and who are at least 55 will receive \$350 per year of service into a Health Reimbursement Account (HRA) upon retirement. Although we wanted the same retiree benefits as other KP employees, we could not get the employer to agree. We bargained an improvement over the Alliance contract but KP continues to treat new acquisitions differently. It isn't right and we'll continue to fight this disparity.

What happens if OPEIU Local 8 members reject the National Tentative Agreement?

If the majority of voting OPEIU Local 8 members reject the new National Agreement, we

will not continue as members in the Coalition of Kaiser Permanente Unions. Even if ratified by other Unions in the Coalition, Local 8 will be excluded. We will be on our own to bargain future wages, benefits and working conditions. No provisions of the National Agreement will apply to us and our voice within the KP system will be greatly weakened. Your leadership is recommending that we ratify the new Agreement.

Why should we support and ratify the new National Contract?

Overall, the Coalition's National Agreement is a really good contract that still allows for local autonomy. It provides job security, educational opportunities for career advancement, a voice to impact organizational changes and employee oversight of KP actions. Please know that the Coalition's Bargaining Team – including our own members and staff – unanimously voted to accept and recommend the new Tentative Agreement.

Why aren't there more locations for voting?

Coalition members agreed to ratify the new National Agreement by October 21 in order for KP to process the wage increases as quickly as possible. Because of the required quick turn around, Local 8 reduced the number of voting locations.

If you are unable to vote in person, proxy voting is an option. Give written permission for a co-worker to vote for you and that person will receive an extra ballot to cast on your behalf. If you don't know someone who is going to vote in person, you may request a ballot from libby@opeiu8.org and you will be emailed one. Once received back in the union office, your marked ballot will be printed and added to the ballot box to be counted on Saturday, October 19. How you voted will remain confidential.

Your Vote Counts – Let your Voice be Heard!

Questions? Please contact OPEIU Local 8 Business Manager
Suzanne Mode at suzanne@opeiu8.org.

Visit our website



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