

Union ★
Update

OPEIU
Local



for Local 8 members at Kaiser Permanente/Washington

Big changes are on the way...

With the ratification of the new KP National Agreement, KP/WA is now officially a member of the Coalition of Kaiser Permanente Unions (CKPU). We also joined the Labor Management Partnership with KP that includes benefits, resources and active participation in shaping your work life.

A Labor Management Partnership (LMP) Regional Council is being established to roll-out the provisions of the National Agreement in KP/WA. Unit-Based Teams (UBTs) will be developed around work units so employees and management can plan and design work together. OPEIU Local 8 will be provided the resources by KP to hire a Contract Specialist from our bargaining unit to help with contract administration, education and member engagement.

We are just starting to pull together the timeline for this exciting transition. Your staff is working with the other regional unions and management to develop an initial budget and work plan. We expect to hold educational forums the first of the new year to educate members on the benefits and activities that the Partnership will bring.

The October Pay Raise and Retro Pay

As a result of the new National Agreement, all Local 8 members will receive a three percent (3%) raise effective October 1, 2019. This increase is in addition to the two percent (2%) we negotiated locally in April. You should receive the increase on your November 29 paycheck along with an "estimation" of your retro pay. KP has pledged to confirm the exact retro owed each bargaining unit employee by February 14, 2020. They will forgive any over payments and pay the difference of any under payments.

This raise includes the deduction of \$0.09 per hour to the Labor Management Partnership Trust to fund labor management administration and Partnership activities. Your taxable income will be lowered by this \$0.09 amount. Going forward, annual increases will be effective October 1 each contract year and in accordance with the terms of the National Agreement.

Questions? Please contact your Union Representatives Amanda Montoya-White, 206-441-8880 ext. 110, amanda@opeiu8.org or Leslie Liddle, 206-441-8880 ext. 108, leslie@opeiu8.org.

Happy Thanksgiving!



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