

April 24, 2020

Union ★
Update

OPEIU
Local



for OPEIU Local 8 members at Kaiser Permanente Washington

Thank you all for your patience and understanding in dealing with the numerous situations created by the COVID-19 pandemic. We know that it does not often feel like it, but Kaiser Permanente Washington has been more responsive than other employers in addressing worker issues during this time. If you are experiencing issues with distancing, remote work, or have other issues, please contact your Union Representative.

Here is an update on other issues:

Wage Increase:

In years past, OPEIU Local 8's contract provided for across-the-board (ATB) wage increases in April of each year. However, last October members came under the National Agreement between Kaiser Permanente and the Coalition of Kaiser Permanente Unions and received the wage increase in that Agreement of 3%.

Going forward, the National Agreement prevails and annual step increases continue per our local contract between KP/WA and OPEIU Local 8. For 2020, the increase is 2% ATB wage increase and a 1% lump sum paid on the first pay period following October 1. However, if the KP Washington Region meets or exceeds its operating margin, the 1% lump sum will convert to across-the-board wage increase (ie: total of 3% ATB).

Greeter Role under COVID-19:

PARs or other OPEIU Local 8 represented employees will not be required to take temperatures of co-workers or patients/visitors entering facilities while performing the role of Greeter. The Greeter will be tasked with asking coworker/patients/visitors if they have a fever or respiratory illness but will not be required to perform temperature checks. This will be done by clinical staff only.

Masks:

KPWA will be providing masks to all employees daily. If your mask becomes dirty, broken or unusable during the workday, ask you manager/supervisor for a new one and it will be provided to you.

PTO Cancellation:

The Union is aware that employees have had their request for PTO cancellation denied since the COVID-19 pandemic began. The ability to cancel approved PTO has been a long-standing practice at KPWA.

The Union has filed a grievance over this change in practice. We are looking for information/ documentation/ statements regarding the ability to cancel previously approved PTO in the past.

Additionally, if you have requested to cancel PTO since the COVID-19 pandemic and had the cancellation denied, please contact your Union Representative with the specifics.

Contract Specialist:

Next week, OPEIU Local 8 will be announcing the job opening for the position of Contract Specialist. This position is funded by Kaiser as a condition of the National Agreement. This KP/WA member will represent the Union and help administer our agreements. Details to be announced!

Thanks again for your patience and dedication during this unprecedented state of emergency. If you have any questions, concerns, or comments – please contact us:

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