

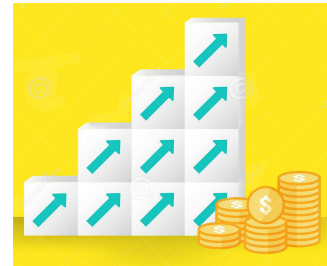
Union Update

OPEIU

Local 8

for OPEIU Local 8 members at Kaiser Permanente

Are you being paid correctly? Check Your Anniversary Date (Step Increase Date)



Have you checked your seniority date? Were you paid your Anniversary Step increase? OPEIU Local 8 members should advance one step on our wage scale at their anniversary date. With all the problems encountered with the move to HRConnect, our Union has been actively addressing many errors in pay that members have experienced. We will continue to hold management accountable for these errors, but it's also important that each of us review our pay on a regular basis, so that these errors can be caught and resolved. It is our contractual right to be paid correctly for the work we do, and KPWA must fix these errors in a timely manner.

If you notice that your seniority date is incorrect, or you do not believe you were paid for your step increase on time (or correctly), please fill out the correct form below.


Form 4100 - Use to correct seniority date or for seniority date discrepancy

https://kphr--c.na113.visual.force.com/apex/HRHD_EEFormVW?ss=1&formNumber=4100

Form 1980- Use if step increase did not occur when it should have

https://kphr--c.na113.visual.force.com/apex/HRHD_EEFormVW?ss=1&formNumber=1980

Please let your Union Representative know as soon as possible if KP does not resolve your concern in a timely manner. We are currently working on many issues of HRConnect errors including Holiday pay, leaves, and shift differentials.




Have a great idea to save money?

Your ideas will impact your bonus!

Under the Affordability Measure of the Performance Sharing Program (PSP), employees have the opportunity to earn a PSP bonus by submitting projects to save money.

The more money we save, the more money we can earn on our bonus!

- 1. Talk with your teammates about ways to save money.
- 2. Connect with your manager about how to estimate annualized cost savings.
- 3. Submit your idea [here](#), or
- 4. Complete the form below and scan or send it in to OPEIU@kp.org or give it to a LMP steward, delegate, APN or UPE.



Kaiser Permanente

Profit-Sharing Program - Affordability

One of KP's goals under the Profit-Sharing Program (PSP) is *affordability*. Submitting projects which save KP money, can help OPEIU members have a better chance of receiving the PSP bonus. See the [linked flyer for more information](#). If you have additional questions, reach out to your Shop Steward or Misha Smith, Union Partnership Representative, (206) 858-0959 or Misha.M.Smith@kp.org.

Become a Shop Steward



Have you thought about supporting your co-workers in a different way? Become a Shop Steward. Shop Stewards are the ears and eyes of the union. They are usually someone that co-workers trust and are already working to solve problems and make the workplace better. They also help spread the word of anything happening with OPEIU 8 membership and ensure our union contact is being followed. Is this something that you are already doing or would like to do? If so, please contact your Union Representative and let them know that you are interested in becoming a Shop Steward.

****Mark your calendars for our next New Shop Steward Training on Thursday, February 10th at 6-7:30PM (this training is held by Zoom). [Register online.](#)****

Did you know?

As an OPEIU 8 member in good standing you (and/or your extended family) can earn a FREE Associate Degree? The classes are offered through Eastern Gateway Community College as online courses. Your union membership provides for no out-of-pocket costs for tuition or e-books. The current disciplines that are offered: General Studies, Healthcare, Business Management, Criminal Justice, Paralegal, Teacher Education, Accounting and Professional Office Management. More disciplines are being added all of the time.

For more information: call 1-888-590-9009 or go to <https://freecollege.opeiu.org/>.

Questions? *Your Kaiser Permanente Representatives are:*

Bobbie Pringle, Contract Specialist, Bobbie@opeiu8.org

Supports Union Representatives and members on all labor-related issues.

Tara Powell, Union Representative, Tara@opeiu8.org

Covers the Renton Campus excluding the PCAC.

Patrick Pedersen, Union Representative, Patrick@opeiu8.org

Covers North Sound area and the PCAC and Membership Administration.

Leslie Liddle, Union Representative, Leslie@opeiu8.org

Covers South Sound area and Eastern Washington.

Visit our website



OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 8