

Union ★
Update

OPEIU
Local



for OPEIU Local 8 members at Kaiser Permanente

Union Update

Your Paycheck - Overpayments:

Many of you have received notices of overpayment(s) of pay due to HRConnect coding issues.

If such an overpayment happened more than ninety (90) days ago, Washington State law (WAC 296-126-030) prohibits the Employer from collecting overpayments unless the employee voluntarily agrees to do so.

Therefore, **we are advising you** to hold off agreeing to any repayment of the overpayment amount.

- **Do not sign** anything agreeing to repay the overpaid amount
- **Do not send a check** to pay the overpaid amount
- If you want to schedule a consultation, feel free to do so but **do not agree to any repayment plan**
- **Request a full audit** of the pay period that they claim the overpayment happened along with the previous pay period.

Washington State only allows for collection of an overpayment if the following conditions have been met:

1. Members have been notified within 90 days of the initial overpayment.
2. The deduction was not based on the quality of the employee's work.
3. The employee was provided documentation of the overpayment.

If you would like to read the complete law, please see it at: [WAC 296-126-030](https://www.wa.gov/wac/wac296-126-030):

Verify Your Seniority and Step Increases:

Have you verified that you are being paid correctly? As you know, since HRConnect was adopted there have been numerous issues with pay. Some members have still noticed that they have not gotten their step increase this year. Per our Collective Bargaining Agreement, OPEIU Local 8 members should advance one step on our wage scale on their anniversary date – unless you are topped out.

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 very important that each of you 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 “correction” form below.

Form 4100 - Use to correct your 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 issue(s) in a timely manner.

National Coalition Contract Survey:

To prepare for National Bargaining with Kaiser Permanente, **we need to hear from you**. We are distributing a survey for you to complete **by Friday, September 23** to let us know what is most important to you when bargaining the Coalition’s new National Agreement next year. Please complete it as soon as possible and let us know what you want.

Performance Sharing Program (PSP):

The Performance Sharing Program is a way for employees to have an impact on the success of KPWA’s performance. By assisting the organization in having greater performance gains, members have the opportunity to gain additional pay.

Each year, Labor and Management agree to which goals should be part of the PSP. The goals will touch on 5 different areas: Safety, Service, Affordability, Attendance and Quality.

Safety: we need a 96% completion of state-required workplace violence training **by Dec 31**. Currently, less than 50% of OPEIU8 members have completed the training. You can access **Prevention of Workplace Violence-Vistelar Conflict Management** in KP Learn. Please complete it if you have not done so already.

Service: is about completion of the real time feedback survey after a clinic visit. Whether generating a SMS text message or scanning the QR code at the pharmacy, make sure that you encourage **all KPWA patients** to give feedback about their service. The target is to gain more feedback not on what the feedback includes.

Affordability: looks at annualized savings from submitted projects. So, if you have an idea about how to save KPWA money, you can submit the idea [using this form](#).

Attendance: this goal is a two percent (2%) decrease in unscheduled time-off attendance by employees – excluding only vacation.

Quality: involves control of blood pressure (BP) measurements for our hypertensive patients. This is not a pillar that OPEIU8 members can affect, unless you are a patient that is working on your own BP measurement.

Wellness Works:

In partnership with Kaiser Permanente Washington, we are reminding you, there is **about one month to earn your full \$1,200 medical premium discount****. KPWA’s Wellness Works Program runs until **September 30th, 2022**. Log into the KP/WA [Employee Wellbeing Platform](#) to get started with [multiple ways to earn while improving your overall wellbeing](#).

Need to create an account? [Follow quick, easy instructions here](#). **Questions?** The [Employee Experience Team](#) is here to help.

Here are just a few ways to earn those points:

- Complete the [health assessment](#) (200 points).
- Start your individual development plan process by completing a [development self-](#)

[assessment](#). Once completed, you can self-attest under the **Rewards** tab (200 points).

- Complete Nicotine Free (200 points).

The employee well-being platform can be accessed from your personal computer by visiting member.virginpulse.com to sign-in, as well as by mobile phone through the “Virgin Pulse” app.

**Remember that KPWA does not give partial points or extra time to earn your additional points – so work on it now.

Unit Based Teams (UBTs):

The Labor Management Partnership (LMP) Team is in the process of rolling out Unit Based Teams (UBT's) so stay tuned for an announcement in your work area as it may be chosen as the next upcoming Team. If you have any questions, please reach out to the Union Partnership Representative (UPR) Misha Smith (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 someone that co-workers trust, respect 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 contract 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 serving as a Shop Steward.

Questions? Your Kaiser Permanente Representatives are:

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



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