

July 19, 2023

Union ★
Update

OPEIU
Local



for OPEIU Local 8 members at Kaiser Permanente/Washington



COALITION OF
KAISER PERMANENTE
UNIONS

National Bargaining Update: Session #4

After our fourth session of National Coalition Bargaining earlier last week in Oakland, it is excruciatingly clear that this uphill battle will be a true fight. While management claims that preserving and strengthening the Partnership is important to them, they have been unwilling to present any proposals up to this point, knowing that we only have 4 bargaining sessions left. Precious time and effort are being wasted when it should be used to focus on the key components of this National Agreement that need to be addressed. We will be submitting a full economic proposal – including wages – at our next bargaining session on August 1st, in Los Angeles.

Coalition members shared videos and testimonials of KP employees from various regions who are struggling to make ends meet. From spending 4-5 hours PER DAY commuting for work, to literally being homeless and forced to live with friends or family in order to care for their families. Not only can employees not afford to live near where they work, in some cases they can't afford day-to-day living at all.

“We hear you,” said Steve Shields, Senior VP of Labor Relations. He commented on the shared “heartfelt” stories that really touched everyone in the room. “We hear you.” However, when presenting an analysis of wages across all regions, he also informed us that we are overpaid. Not only in wages, but the Total Compensation Package which also includes medical, dental, and other benefits.

What's good for us is good for Kaiser – but for some reason, they can't seem to see that.

- We want Kaiser to grow as a union company with leading wages, benefits, and quality care. Instead, Kaiser is spending **\$5 billion of our patients' premiums** to launch a non-union, non-partnership company that will lower our labor standards.
- We want a guaranteed PSP payout we can count on when we reach our goals. **Kaiser is still defending their shameful decision** to deny frontline caregivers our PSP while paying big bonuses to managers.
- We want Kaiser to make meaningful investments in solving the staffing shortage: increase training funds, eliminate barriers to promotion, justify unposted vacancies, create paid externships, provide referral/ retention and recruitment bonuses, and dial back wasteful registry spending.

If it wasn't clear before, it's clear now: we have a fight on our hands, yet Kaiser thinks we're bluffing. But we know we're not.



Our session ended with an energetic and crowd-pleasing presentation to Steve Shields and Kaiser management. A roar of applause filled the conference room when representatives of each Union in the Coalition individually walked on stage and handed over an official 10-Day Picket Notice or Letter of Solidarity, to show Kaiser management that we are standing united as one Coalition and we will do what it takes to get the respect and compensation that WE ALL DESERVE!



Our next bargaining session is scheduled August 1-3 in Los Angeles, where we hope to finally make some progress and get management more involved in this partnership bargaining process.

Stay tuned for details about our local support rallies being held at multiple clinical locations on Wednesday, July 26 and Thursday, July 27, which we hope to see you attend.

[Click here](#) for the official Coalition update.

Your Bargaining Team:



Back row, Left to right: Marissa Wilson, Paul Bender, Brenda Huffman, Suzanne Mode, Lynda Bates

Front row, Left to right: Kenyatta McDowell, Bobbie Pringle, Misha Smith, Leslie Liddle

Questions? Contact your OPEIU Local 8 Union Representative:

Leslie Liddle – leslie@opeiu8.org 360-701-6615

Valarie Peaphon – valarie@opeiu8.org 206-441-8880 x103

Patrick Pedersen – patrick@opeiu8.org 206-441-8880 x121

Tara Powell – tara@opeiu8.org 206-441-8880 x106

Paul Bender (Labor Liaison) – paul@opeiu8.org

Visit our website



OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 8

OPEIU Local 8 | 800-600-2433 | Fax 206-441-0207 | opeiu8@opeiu8.org | www.opeiu8.org

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OPEIU Local 8 | 2900 Eastlake Ave E Ste 220, Seattle, WA 98102

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