

Union ★
Update

OPEIU
Local



for OPEIU Local 8 members at Kaiser Permanente/Washington



COALITION OF
KAISER PERMANENTE
UNIONS

National Bargaining Update: Session #5

During our most recent National Bargaining session in Los Angeles from August 1 - 3, the Coalition presented a full, comprehensive economic proposal to Kaiser management. Management did not respond to our proposal. In fact, they did not provide any counter proposals, answers to our financial questions, or address their non-union expansion plans in Pennsylvania with Geisinger.

On Aug. 1, we presented a full, comprehensive economic proposal to Kaiser management. Here's what we are asking for:

- **Across-the-Board Wage Increases for ALL Regions:** Year 1: 7%, Year 2: 7%, Year 3: 6.25%, Year 4: 6.25%. These raises would be greater than anything Kaiser has agreed to with any other unionized group (including the SoCal CNA and UNAC RNs) and are the largest raises we have ever asked for.
- **\$25/hr minimum wage** across Kaiser.
- **\$1,500 minimum PSP payout** – we deserve to be rewarded when we meet goals regardless of Kaiser's financial goals.
- **Maintain all healthcare benefits** – NO TAKEAWAYS!
- Increase the funding amount for our retirement **Healthcare Reimbursement Accounts** to \$2,500/yr. (*Not yet available to KPWA*)
- **Bring Washington region into full spectrum of retiree benefits.** WA KPWA plan funding increase from \$350 to \$2500 per year. Look at bridge into pension for SEIU 1199NW and OPEIU 8.
- **Close loopholes for unexpected plan change and increased costs for retirees** – this includes maintaining the current California plan despite the 2018 Southern California aberration. Use 2019 as base retiree medical plan benchmark for the Northwest Region. (*Not yet available to KPWA*)
- **Committee on Retirement Investments** – joint committee to work together around investments in the KP retirement system.
- Increase **shift differentials & classification adjustments** in all local bargaining.
- Increase KP's contributions to all **labor education funds** to 0.7% of payroll.
- \$75 million per year for **Futuro Health** from community benefits funding – funding that Kaiser as a non-profit must use for community organizations that they cannot use for worker wages or benefits.

With less than 60 days until the expiration of the National Agreement and only 3 bargaining sessions left, management has only provided a plan to address our staffing crisis, which has been an ongoing discussion since our very first session. Kaiser management has yet to focus on any other topics or provide counters to our formal proposal. With the added pressure of the approaching contract expiration date, we need to

stand strong and united as a Coalition and let Kaiser know that dragging their feet isn't going to fix anything. This fight IS ON!!

Join us for a virtual Coalition National Town Hall on August 10th at 3pm and 6pm to discuss our proposal, actions, and next steps in our fight to secure a strong and respectable National Agreement. Bring your coworkers and join 85,000 Coalition union siblings and find out how you can support our efforts to get all of our Coalition members the compensation WE ALL DESERVE!!

CKPU National Town Hall on August 10 **3pm PT — or — 6pm PT on Thursday, August 10**

- Details on our economic proposal to Kaiser and National Bargaining update
- Reports from our nationwide picket and solidarity actions
- The next step in our plan to secure strong raises and strong contracts

[Register Now](#)

Our recent picket / rally actions gained some media attention among various news outlets across our different regions. Check out the video that the Coalition has posted on YouTube to [show our unity!](#)

To view the official Coalition bargaining update [click here](#).

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:

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Visit our website



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