

Union ★  
Update

OPEIU  
Local 8

for OPEIU Local 8 members at Kaiser Permanente/Washington



COALITION OF  
KAISER PERMANENTE  
UNIONS

## National Bargaining Update: Kaiser's Economic Proposal

### Kaiser Makes Divisive, Sorely Inadequate Raise Proposal

Kaiser Management returned to the bargaining table on Thursday to present their economic proposal to the Coalition bargaining teams. After taking over a month for KP management to respond to the Coalition's proposal (which was presented to management on August 2nd) their discouraging proposal fell far short of our members' needs among ever-rising inflation costs. Despite making \$3 billion in profits in just the first six months of this year, Kaiser's millionaire executives are trying to divide frontline workers instead of working with us to solve the crisis in patient care by providing raises that keep up with the cost of living for ALL of our members.

The Coalition proposed, for **ALL** regions/markets:  
7%, 7%, 6.25%, 6.25%

#### Kaiser's Offensive Proposal:

1. **Northern CA/KPWA:** Annual raises of 4%, 4%, 3%, 3%
2. **NW/CO/MAS/HI:** Annual raises of 3%, 3%, 3%, 2%
3. **Southern CA:** Annual raises of 3%, 3%, 2% (plus 2% lump sum payment), 2% (plus 2% lump sum payment)

**None of these proposed raises are acceptable.** They wouldn't even come close to helping us keep up with the skyrocketing cost of living.

This is Kaiser's **divide-and-conquer strategy**. If we let them get away with attacking some members with lower raises now, we will never know who might be on the chopping block next time. All of us will fall farther behind with raises that don't keep up with rising costs of living. After all we have been through working on the front lines with Kaiser, we deserve to move forward.

As if that wasn't bad enough, Kaiser:

1. Proposed to **slash our PSP** bonus to less than half its current value;
2. Has **failed to respond to proposals** intended to address the growing staffing shortage; and

3. Continues to commit **unfair labor practices**.

**The bargaining team rejects this proposal.** With inflation and the rising cost of living as they are, this proposal would put us even further behind and make it even more difficult to hire the additional people we need to solve our understaffing crisis.

[View the official Coalition update here.](#)

To calculate the difference in your pay raise between the Coalition's wage proposal vs KP management's wage proposal, [click here](#) to use a great tool created by our Coalition siblings at SEIU 105.

### 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*

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### Questions? Contact your OPEIU Local 8 Union Representative:

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