

Union ★
Update

OPEIU
Local



for OPEIU Local 8 members at Kaiser Permanente/Washington



COALITION OF
KAISER PERMANENTE
UNIONS

National Bargaining Update

Negotiations between Kaiser management and our Coalition Bargaining Team continued all day Saturday and Sunday and late into the night and early morning hours this last weekend. Depending on what the issue is, there have been **various degrees of progress as described below:**

RED HOT issues where we are worlds apart and cannot imagine any kind of settlement without major movement on Kaiser's part:

- **Across-the-Board (ATB) Raises:** Kaiser's last proposal has different ATB's for each region. We insist that we have **one, unified, respectful raise settlement across all regions in our Coalition.** We all have been through too much to leave anyone behind. Since it was our turn to make a counter proposal, our Bargaining Team voted to move the process forward with a new annual proposal of **6.5%, 6.5%, 5.75%, 5.75%.** Kaiser countered late Sunday night by keeping their proposal of 4%, 4%, 3%, 3% for WA & NorCal and reorganizing their SoCal proposal to 3%, 3%, 3%, 3%. We are still nowhere close to an adequate and respectful offer from Kaiser on this issue.
- **PSP Bonus:** Kaiser adjusted the numbers in their proposal to provide a \$750 minimum payout if goals are achieved and a maximum \$3,750 payout if goals are achieved, attendance is improved to their satisfaction, and financial margins are exceeded. The problem is that they provided **no information on what these goals might be,** and their previous proposals have included completely unreachable goals that would make all these numbers meaningless. They also won't tell us what their intention is for next year's bonus if their financial margin isn't met. One thing we can be sure of is that their executives will be well compensated when it comes to their bonuses.
- **Subcontracting and Outsourcing:** We have fought too many battles with Kaiser on this issue to trust that our jobs will be secure if we lose the protections in our current National Agreement. **Kaiser is still refusing to renew the Subcontracting and Outsourcing protections.** When we asked why, they responded: *"Maybe we are not the best workforce to do this."* It raises the question: What do they have planned for our jobs?
- **Growing Together:** We're happy to support Kaiser growing as a unionized, high-wage, well-benefitted, quality care system. **Unfortunately, Kaiser rejected our proposal** to extend the right to organize to the systems they are paying billions of dollars to acquire. We are not going to sit by and accept them launching a huge expansion in other states as a non-union, low-road employer.

CRITICAL ISSUES for which there have been good discussions, but it is not clear where

Kaiser is willing to land:

- **Retiree Medical Premium Subsidy:** All regions *except Washington* have the retiree Medical Premium subsidized by KP. Kaiser is refusing to extend the Retiree Medical Premium subsidy to retirees in Washington to ensure that retirees have predictable, affordable health benefits in the future. We've had extensive discussions about the challenges and are waiting for Kaiser's response on solutions.
- **Washington Region HRA:** One of the bedrock issues for the Coalition was to get the Retiree Medical Benefit the same for all regions. Currently, for the Washington Region, the contribution to the Retiree HRA is \$350 per year of employment for eligible employees. KP has agreed to increase the contribution amount to \$2,500 for all other regions **except for Washington**, which they are proposing to increase contributions to only \$1,000 per year of employment.
- **Workforce Development:** Given the ongoing staffing crisis, the Coalition has requested Kaiser make a larger investment in the Education Funds (Ben Hudnall Memorial Education Trust Fund and the SEIU Education Trust Fund) that support existing employees' training and promotion. Kaiser has made clear that they are supportive of both funds but that they want to target funding and programming towards training people for specific positions where they project the greatest vacancies in the future. The Coalition is supportive of targeting some of the funding for the greatest projected need. We are waiting for a concrete proposal from Kaiser on funding amounts and other specifics.

Issues for which there has been **actual progress**:

- **Staffing:** We are making progress on a long menu of initiatives that can improve hiring and promoting, including reducing TALEO "auto-rejects," eliminating duplicative testing requirements, planning more mass hiring events, removing more experience barriers, greater labor input into department staffing levels, and referral bonuses.

NEXT STEPS A lot of hard work is being done. Some minimal progress is being made. But, make no mistake, **there can be no agreement without a lot of movement from Kaiser on the top four Red Hot Issues.** We have agreed to resume negotiations this Friday (9/29) morning and meet through the weekend to see if it's possible to reach an agreement before our National Agreement expires on September 30.

We will continue to work toward an agreement that the entire Coalition can support and be proud of. However, it is imperative that we remain focused on our patients throughout these negotiations. Please remember that we cannot participate in, or support any strike actions that will obstruct patient care in any way because our OPEIU Local 8 contract is still in effect.

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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