

October 5, 2023

Union ★  
Update

OPEIU  
Local



for OPEIU Local 8 members at Kaiser Permanente/Washington



COALITION OF  
KAISER PERMANENTE  
UNIONS

## National Bargaining Update

Bargaining on the Coalition of Kaiser Permanente Unions, which OPEIU Local 8 is part of, broke down this week leading to a three-day strike by those Coalition Unions that were able to strike starting yesterday, Wednesday, October 4.

The Coalition Bargaining Team worked long into the night throughout the weekend and up until early Wednesday morning, trying to avert the strike but to no avail despite the in-person intervention by the US Secretary of Labor and the California Secretary of Health and Human Services.

The outstanding issues are:

- across the board wage increases at the same amount for every member in every region – 6.5% in 2024, 6.5% in 2025, 5.75% in 2026 and 5.75% in 2027;
- protections against subcontracting and outsourcing including revenue cycle functions;
- PSP Bonus with a minimum and maximum payout;
- Retiree Medical Premium subsidy/HRA Retiree Medical the same for all regions including Washington;
- staffing partnership in each region;
- remote worker agreement;
- apply the partnership principles and right to organize any system that KP acquires;
- living wage with step correction; and
- common expiration date for local agreements

The Coalition and OPEIU Local 8 are dishearten that National bargaining broke down, but we remain hopeful that the parties will return to the table very soon and work to ensure that another strike action does not have to happen.

Please be aware that OPEIU Local 8 members at KPWA are prohibited from striking, or participating in any way including showing support of the strike effort, as our local agreement, which is extended to March 2025, includes this very specific language:

## ARTICLE 19

### **UNINTERRUPTED PATIENT CARE**

*This clause is included in recognition of the mutual responsibility of the Union and the Employer for continuity of patient care. During the term of this Agreement, the Union and its members **will not cause, sanction, condone, take part in, or in any way directly or***

**indirectly aid in any strike, sympathy strike, walkout, picketing, boycott, slowdown or stoppage of work, or any other similar conduct which interferes with the efficient operation of the Employer's business, or take part in any action whatever to prevent access of employees to the Employer's place of business. Both parties advocate at all times that any complaint, dispute or grievance be resolved through the procedures provided in Article 18 of this Agreement. In the event of any strike, sympathy strike, picketing, walkout, slowdown or work stoppage or threat thereof, the Union and its officers will make a good faith effort to immediately end or avert the same. The Employer shall not lockout its employees.**

### 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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**Should you have any questions or comments, please feel free to contact:**

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Visit our website



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