

October 23, 2023

Union ★
Update

OPEIU
Local 8

for OPEIU Local 8 members at Kaiser Permanente/Washington



**COALITION OF
KAISER PERMANENTE
UNIONS**

Reminder: Informational Meetings and National Agreement Contract Voting

Join Us at these Upcoming in-person Informational Meetings:

Wednesday, Oct. 25	5:00 p.m. – 7:00 p.m.	Tacoma
Skybridge on the second floor (left off the elevator and go past the Café)		
Thursday, Oct. 26	4:00 p.m. – 7:00 p.m.	Spokane/Riverfront
RFM W102		
Wednesday, Nov. 1	4:00 p.m. – 6:00 p.m.	Everett
EVM C/D/E		
Saturday, Nov. 4	10:00 a.m. – 1:00 p.m.	Tukwila/Renton campus
RCG (Glacier Building)		

Virtual informational meeting:

Thursday, November 2 5:30 p.m. – 7:00 p.m.

Electronic Voting:

Wednesday, October 25 – Monday, November 6

Our New Agreements include:

- **21% across-the-board raises for ALL regions:** 6% in October 2023; 5% in October 2024; 5% in October 2025; 5% in October 2026 – the largest raise package in the history of the Kaiser Labor/Management Partnership.
- **Renewed outsourcing and subcontracting protections for all classifications, including Revenue Cycle workers.**

- **\$1,500 ratification bonus** for all workers.
- **Increased minimum wage:**
 - Regions outside of CA: June 2024: \$21/hr; June 2025: \$22/hr; June 2026: \$23/hr
 - CA: June 2024: \$23/hr; June 2025: \$24/hr; June 2026: \$25/hr
- Our **2023 PSP**, to be paid out in March 2024, will have a guaranteed minimum of \$1,500 (pro-rated for part time) with potentially more based on goals.
- **PSP payouts** going forward:
 - If Kaiser **fails** to meet financial goals, members will be paid **\$300 per each labor goal** met (up to \$1,200 for four labor goals).
 - If Kaiser **meets** financial goals, members will be paid **\$700 per each labor goal** met (total potential payout of \$2,800).
 - If Kaiser **strongly exceeds** financial goals, members will be paid **\$950 per each labor goal met** (total potential payout of \$3,750).
- **Protected healthcare and pension benefits** and improved retiree medical benefits, *including a Retiree Medical Premium Subsidy for WA Region and increase to the Health Retirement Account to \$2500 per year of employment!*
- A full menu of **initiatives to invest in the workforce and educational programs in various regions**, and address the short-staffing crisis.
- **Much, much more.**

We won a great National Agreement by standing together and taking action.

OPEIU Local 8 ALSO bargained enhancements to our own Local contract:

- √ expedited job bidding process
- √ employees may choose to use PTO or unpaid leave for low census
- √ increases to shift 2 differential (+ 0.75), shift 3 differential (+0.75), weekend premium (+0.25) and lead pay (+0.25)
- √ updated our local Telecommuting Agreement
- √ updated our Float Pool Agreement to include a \$2.50 per hour premium pay plus any contractual differentials
- √ a local contract expiration within the same year as our National Coalition Agreement

Your Bargaining Team Unanimously Recommends this Settlement!

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



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

Suzanne Mode, OPEIU Local 8 Business Manager , suzanne@opeiu8.org
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Visit our website



OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 8

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