

Union   
Update

OPEIU  
Local 

*for OPEIU Local 8 members at Kaiser Permanente/Washington*

## UPDATE - Staff Reduction

As part of the initiative process (Section 8.05) set out in our OPEIU Local 8 local agreement – which any reduction in positions would trigger – KPWA is to provide information to the Union regarding the initiative and the impacts. As stated before, OPEIU Local 8 demanded that KPWA bargain the decision and the impacts. But, as of today, we are still waiting for KPWA to provide us with information we've requested to bargain over their proposed plans. The Employer has already said that their implementation dates will now be extended. We just don't know by how long. We'll keep everyone posted as soon as we know more.

### 2023 PSP Payout

Because of our hard work, our 2023 PSP payout will be \$1,649 for any OPEIU Local 8 member with at least 1,800 compensated hours in KPWA (workers with less than 1,800 compensated hours will receive a prorated amount). That's **over one hundred dollars more** than the \$1,500 minimum we negotiated in our National Agreement last fall!

**The only reason we are getting this is because we fought for it** and put in hard work to achieve our performance goals. When Kaiser does well, we deserve to do well.

After last year, when Kaiser denied us our PSP because it failed to meet its financial goals, we vowed we would never again let that happen. Coalition members held the largest healthcare worker strike in US history, making global and national headlines. Then, bam! Kaiser agreed to a guaranteed minimum PSP payout for this year and the years to come. Our unity and strength made this happen.

For PSP – full time is considered 1,800 hours or more. If you work 1,800 hours or more – you get the full amount of \$1,649. If you have less than 1,800 compensated hours in 2023, your payout will be prorated.

Example – an employee with 1,500 compensated hours would receive \$1,374.17  
 $1,649 * 1,500/1,800$

Example - an employee with 800 compensated hours would receive \$732.89  
 $1,649 * 800/1,800$

**In KPWA, our \$1,649 should show up in the March 15th paycheck.** If it doesn't, let your Union Representative or Shop Steward know.

**NEW 2024-2027 PSP:** Learn more about the changes to goals and metrics, payout structure, and eligibility for 2024-2027 PSP using [this fact sheet](#). Then, work with your Unit Based Team (UBT) on projects to achieve these goals.

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## Questions? Your Kaiser Permanente Representatives are:

**Tara Powell, Union Representative, [Tara@opeiu8.org](mailto:Tara@opeiu8.org)**

*Covers the Renton Campus excluding the PCAC and Membership Administration.*

**Patrick Pedersen, Union Representative, [Patrick@opeiu8.org](mailto:Patrick@opeiu8.org)**

*Covers North Sound area and the PCAC and Membership Administration.*

**Leslie Liddle, Union Representative, [Leslie@opeiu8.org](mailto:Leslie@opeiu8.org)**

*Covers South Sound area and Eastern Washington.*

Visit our website



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