

April 5, 2024

Union ★
Update

OPEIU
Local



for OPEIU Local 8 members at Kaiser Permanente/Washington

Staffing Update/Market Initiative

We met with KPWA management on April 4, 2024 to continue bargaining over the impact and implementation of the decision to potentially eliminate over 38 OPEIU Local 8 positions – primarily from the Appointing Center (38 FTEs), Pre-visit (2 FTEs) and Tacoma Mental Health & Wellness (.39 FTE). KPWA claims that these staff reductions are needed because of a loss in membership over the past two years.

Sadly, KPWA unilaterally decided to implement this reduction in force without any input from the Union about their decision. We have filed a local grievance, an unfair labor practice charge (ULP) and a national dispute through the Coalition of Kaiser Permanente Unions challenging KPWA's action to exclude the Union when deciding these cuts, their failure to provide detailed information about their plans and their continued use of contingent workers in India to preform our bargaining unit work.

Despite our objections, KPWA is determined to move forward with their plan and so we have entered into “affects” bargaining to protect our right to negotiate the details of how the reductions must be implemented. Fortunately, we have very good contract language in both our local contract and the National Coalition Agreement that ensures that certain procedures must be followed.

The Union has proposed increased severance, a waiver of the retirement notice requirement and increasing the definition of comparable FTEs, so employees have more opportunities to rebid into remaining positions. We are also still discussing the impact of remote workers having to bid into clinic positions. We maintain that remote work and clinic-based work is not comparable, and an employee being forced to switch may opt to be laid off instead.

To date, the employer's counter proposal is not to apply the Employment and Income Security Agreement (EISA) for this initiative. As part of the National Coalition Agreement, EISA ensures continued employment for dislocated workers for up to a year – giving time for additional training and time to land another regular position with KPWA. To learn more about EISA: [Employment and Income Security Agreement | Labor Management Partnership \(Impartnership.org\)](#)

To date, the employer has refused to set future bargaining sessions with us. We believe that it will be unlawful if they move forward with their reductions in staff without reaching a settlement with the Union on the outstanding issues. We are committed to bargaining in good faith once we have all the information we've requested. At this point, implementation can't occur until at least the middle of May – and potentially even later into the summer.

We will keep you posted as we have more information to share.

Shop Steward/Leadership Conference

Saturday, April 13 10:00am
10:00 am - 4:00 pm

In person:

Seattle Labor Temple

5030 1st Ave S, Seattle WA

Please join us for our annual Shop Steward/Leadership Conference. This event is a great opportunity for Shop Stewards, Workplace Leaders, and Members who want to learn and get more involved in their union! Expect a full day of training where we can all connect to strengthen our skills and meet fellow union brothers, sisters, and siblings. The agenda for this conference covers a wide range of topics including Leaves, Reading your Collective Bargaining Agreement, Handling Conflict between Members, a panel of experienced Local 8 Stewards and much more.

Those interested in learning more about being a leader and building power in our Union are encouraged to attend. And please invite your coworkers!

This training will count as a qualifying event for the Steward Recognition Program.

To participate, please **RSVP by noon on Wednesday, April 10**

[online](#) or to richard@opeiu8.org (please mention Shop Steward/Leadership Conference).

Become a Shop Steward

Have you thought about supporting your co-workers in a different way? Become a Shop Steward. Shop Stewards are the ears and eyes of the union. They are usually someone that co-workers trust and are already working to solve problems and make the workplace better. They also help spread the word of anything happening with OPEIU 8 membership and ensure our union contact is being followed. Is this something that you are already doing or would like to do? If so, please contact your Union Representative and let them know that you are interested in becoming a Shop Steward.

Questions? Your Kaiser Permanente Representatives are:

Tara Powell, Union Representative, Tara@opeiu8.org

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

Patrick Pedersen, Union Representative, Patrick@opeiu8.org

Covers North Sound area and the PCAC and Membership Administration.

Leslie Liddle, Union Representative, Leslie@opeiu8.org

Covers South Sound area and Eastern Washington.

Visit our website



OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 8

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