

Union   
Update

OPEIU  
Local 

for OPEIU Local 8 members at Kaiser Permanente/Washington

## "Market Initiative" Update

When KPWA notified the Union in January that they intended to eliminate upwards of 32 FTEs between four (4) different job classifications, we immediately requested to bargain over their decision. When Kaiser responded that it was their right to decide to reduce the staff, we agreed they have a right to determine how much they needed to save but how to carry-out that mandate is negotiable in our opinion. As a result, OPEIU Local 8 has filed a grievance locally, a national dispute with the Coalition of Kaiser Unions and an Unfair Labor Practice (ULP) with the National Labor Relations Board (NLRB).

Despite our challenges, KPWA insisted on moving forward with their plans. In the spirit of partnership and in good faith, Local 8 met with management to bargain the impact and implementation – the “effects” of the proposed reduction in workforce. While layoffs are inevitably devastating and complicated to navigate, we negotiate a Letter of Understanding that contains additional provisions to help enhance options for those directly impacted in the Call Center – both primary care and specialties, Pre-Visit Unit (PVU) and the Tacoma Mall Behavior Health and Speech work units. Here are the highlights of our agreement:

- Clarifying the definition of “Comparable Vacancy/Position” as stated in **Article 8 – Seniority, Layoff, Recall**
- The ability to bid into positions, with up to a .25 change in FTE instead of .2 FTE as described in **Section 8.04(f) Comparable Vacancy Position**
- Agreement from KPWA not to challenge any appeal to Employment Security for laid off employees applying for unemployment benefits
- Waiving the notice period for eligible members to access the Retirement Notice Award
- Guaranteed EISA protection (EISA = Employment and Income Security Agreement: KP’s commitment to maximize employment and income security for employees by avoiding displacement)

Beginning on Tuesday, April 23rd KPWA management will begin training sessions on the Rebid process for the impacted employees. An OPEIU Union Representative will be available at each training session to answer any questions from that our members.

Thanks to our Bargaining Team for all their hard work: Sheree Ugaitafa, Kenyatta McDowel, Paul Bender, Misha Smith, Tara Powell, Erin Adamson, Leslie Liddle and Suzanne Mode.

Your Union Representatives are here to help work through this transition and possible job displacement. Please don’t hesitate to reach out to them if you have questions or concerns.

## Coalition of Kaiser Permanente Unions Town Hall

We are thrilled to invite you to gather again with your Coalition union siblings for an

exciting and exhilarating National Town Hall. Here's what we have planned:

- **2023 CKPU Contract Campaign Video Launch:** Be among the first to see our powerful new video. It's not just a video; it's the story of us, our journey, and our victories. And it's bound to give you goosebumps!
- **State of the Coalition Update:** Let's talk about where we stand, the mountains we've climbed, and the ones we're about to conquer.
- **Our Work Ahead:** From PSP to Joint Staffing, we've got plans— BIG plans. This is your chance to see how you can be a part of the exciting things we're rolling out.
- **Special Guest Speakers:** We're not dropping names yet but expect to hear from some pretty inspiring folks who will become the newest group to join our Coalition.

So, join us and bring a co-worker! Hope to see you all there!!

[Register Here](#)

- Date: Thursday, April 25th
- Time: 3 pm PT — and — 6 pm PT (2 Sessions)
- Location: This is a virtual event (Zoom)

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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.*

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OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 8

OPEIU Local 8 | 800-600-2433 | Fax 206-441-0207 | [opeiu8@opeiu8.org](mailto:opeiu8@opeiu8.org) | [www.opeiu8.org](http://www.opeiu8.org)

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