

Union 
Update

OPEIU
Local 

for OPEIU Local 8 members at Kaiser Permanente/Washington

Closures/Layoffs

OPEIU Local 8 met with Kaiser Permanente Management to start Negotiations of the Closures/Layoffs that were announced in October 2024. KPWA sent notice to OPEIU8 of their latest initiative which included reductions in some of the Revue Cycle functions and the closure of three (3) small clinics. The parties met for one-hour, on Monday, to discuss the basis of this decision. We have agreed to meet to continue negotiations later this month.

OPEIU8 has a goal of being transparent with information we receive; our goal is to ensure that we can work with facts not rumors. If you have any questions, reach out to your union representative.

How dues work

With the new wage change that happened in October, there have been some questions on how dues at OPEIU8 work. There have been no changes to the dues structure. Your dues are 1.5% of your gross monthly earnings, prior to any deductions. To read more information on how our dues work, please click here to see our dues flyer. [Dues Flyer](#)

Overpayment Laws

Many of you have received notices of overpayment(s) of pay. When you receive an overpayment email, it is always a good idea to contact your union representative as soon as possible. Here are some basics about overpayments in Washington State.

If an overpayment happened more than ninety (90) days ago, Washington State law (WAC 296-126-030) prohibits the Employer from collecting overpayments *unless* the employee voluntarily agrees to do so.

Therefore, **we are advising you** to hold off agreeing to any repayment of the overpayment amount.

- **Do not sign** (or verbally approve) anything agreeing to repay the overpaid amount
- **Do not send a check** to pay the overpaid amount
- **Request a full audit** of the pay period that they claim the overpayment happened along with all pay period following
- **Contact your Union Representative**

Washington State only allows for collection of an overpayment if the following conditions have been met:

1. Members have to be notified of the overpayment within 90 days of the initial overpayment.
2. The deduction was not based on the quality of the employee's work.
3. The employee has to be provided documentation of the overpayment.

If you would like to read the complete law, please see it at: [WAC 296-126-030](#):

The Performance Sharing Program (PSP)

The Performance Sharing Program (PSP) is a way for members to work to get an additional bonus for assisting KPWA in being more successful. To be eligible for the 2024 PSP payout, you must be an active employee of KPWA as of December 31, 2024. And the payout will be issued in March 2025. Here are the

goals that we still can work to improve.

Attendance: The goal is to improve attendance by at least 2%. The attendance improvement metrics include all absences except vacation, ETO/PTO, legally protected leaves, unprotected educational leave, unprotected military leave, flexible personal days/life balance days and unprotected union leave. Which means that we want to lower any unscheduled time off in 2024.

CAHPS – The goal is to have the members we serve increase their ratings by 2%. (The small print: Meteor Care Experience2: The average percent of members who answered “Usually” or “Always” to the 2 Customer Service items around “being treated with courtesy and respect” and “provided the help and information needed.”) Performance period: Annual (2Q + 4Q) scores.

Flu vaccination rate: The goal is to increase by 1.5% the number of members that get the Flu Vaccination. Percent of Kaiser Permanente members, older than 6 months of age without a medical history exclusion, with a record of receiving flu vaccines via Kaiser Permanente, outside pharmacy or medical claims, Care Everywhere data, or patient reported. Performance period between August and December.

This is one more goal, but it ended September 30th, which means that you are working toward improving the numbers for 2025 now.

Controlling high blood pressure: The goal is to improve the numbers of members with high blood pressure by 2%. (The small print: The percentage of Kaiser Permanente members, 18 to 85 years of age of the 4 largest racial/ethnic populations, who had a diagnosis of hypertension and whose blood pressure was adequately controlled (<140/90), according to the HEDIS data set “Controlling High Blood Pressure.”) Performance period: 12 months ending September 30.

In order to see the payout structure for these goals, please see the PSP Fact Sheet (page 2)[coalition-
psp-fact-sheet.pdf](#)

Do you know a group that wants to unionize?

Kaiser Permanente of Washington has been going through a lot of changes? Some of these changes have included downsizing and layoffs. Do you know of someone who is not unionized but wants to be? Please share this link so an Organizer can contact them to see how OPEIU8 might assist them in joining us.

Contact our organizer: <https://opeiu8.org/form-a-union/>

Updated Local Contract and Wage Scale on website

Have you gone to our website (www.opeiu8.org) lately? You now can find the Local Contract dated November 2023 through March 31, 2027. Also, we have uploaded the new Wage Scale which went into effective October 2024.

Questions? Your Kaiser Permanente Representatives are:

Tara Powell, Union Representative, Tara@opeiu8.org
Covers the Renton Campus **excluding** the PCAC

Erin Adamson, Union Representative, Erin@opeiu8.org
Covers Central and 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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