

**Union
Update** ★

OPEIU
Local 8



for OPEIU Local 8 members at Kaiser Permanente Washington

Pay Increase for KPWA Workers

In 2019 your Union, OPEIU Local 8 along with the Coalition of Kaiser Permanente Unions negotiated hard for employees to receive a 2 percent pay increase as well as a 1 percent lump-sum pay out. You should see this payout on the first full paycheck in October 2021.



PSP Payout for Probationary Employees

As you know, part of our National Agreement provides for a Performance Sharing Program (PSP) where represented employees share in the organization's performance gains. Last year (2020), due to the impacts of COVID-19, the Coalition of KP Unions and Kaiser agreed to provide the PSP payout regardless of this region's performance gains. You helped make that happen by actively supporting the Hero's Bonus for all!

For most employees, this payout happened in March of 2021. However, KPWA did not provide the payout to probationary employees. OPEIU Local 8 along with our Coalition partner, SEIU 1199NW, filed for dispute resolution under the *National Agreement* demanding that all employees should get the PSP payout.

Representatives from OPEIU, SEIU and Kaiser Permanente ultimately engaged in arbitration over the eligibility of newly hired Coalition-represented employees to be eligible for the 2020 PSP. The arbitrator agreed with the unions and ruled that these employees were entitled to the PSP bonus while working their first 90 days at KP/WA.

What this means for you

If you are a Coalition-represented employee who was previously ineligible to receive the 2020 PSP payment based on being in your first 90 days of employment, you are now eligible! You will receive a retroactive payout on your October 1, 2021 paycheck based on your PSP-eligible hours worked in 2020 (pay periods 1–26). The payment will appear in the Earnings Summary section of your payslip, with "PSRetrPerfIncentShr" in the Description field.

COVID-19 Vaccine Mandate Update

The COVID-19 Vaccine saves lives and OPEIU has a voice in how the vaccine is rolled out at Kaiser

Because you have a union, you have a voice on how the vaccine mandate impacts us.



On August 9, the state of Washington made it mandatory for all healthcare workers to become fully vaccinated against COVID-19. Your union leadership believes the COVID vaccines are safe, effective, and the best way to protect ourselves and our families from COVID-19. As members of a union, we have the right to bargain any changes in working conditions. OPEIU sent a demand to bargain over the impact and implementation of the vaccine mandate for all work locations and used the following values to guide the bargain:

- Every worker deserves a safe workplace.
- As union members, we have the right to bargain this change in working conditions.
- We trust science and understand that the vaccine is an important component to getting the pandemic under control.
- We will not tolerate discrimination of any kind. Vaccine information and access must be made available in workers' preferred languages. No worker will be made to wear a sticker or button that shows vaccination status.
- While vaccines are incredibly effective, they do not replace adequate and safe PPE and safe ventilation in our workplaces.
- Getting the vaccine must be as accessible as possible, including offering them on work time and paid time off for side effects.
- Employers must maintain safe staffing levels by doing everything in their power to staff to patient census while minimizing use of mandatory overtime: offering overtime, incentive shifts, referral and hiring bonuses.

[Vaccine Policy Highlights here.](#)

What are Unit-Based Teams?

Unit-Based Teams (UBTs) are natural work units that include managers and staff of all classifications on specific teams. Working together, a team learns process improvement methods to work smarter, not harder — and staff is empowered to **speak up and share** ideas.



Making decisions **together** will result in better patient outcomes and help make Kaiser Permanente a better place to work. We know this because we have more than 3,650 UBTs across Kaiser Permanente, and teams that are high performing have better scores on People Pulse and on service, quality, and other metrics. If we improve the ways we do our jobs, we are better positioned to reach our PSP performance goals. We all benefit if UBTs are successful. To learn more about UBTs, visit LMPartnership.org.

Breaking News – KP employees represented by the Alliance are mobilizing to fight back against the take-aways they're seeing in their national contract negotiations. Stay tuned to see how we can support them!

Any questions, please contact your Union Representatives:
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