

WHERE WE STAND

KP AND ALLIANCE UNIONS PROPOSALS AT THE NATIONAL BARGAINING TABLE AS OF OCTOBER 1, 2021

(Contact your local union for more detail.)



TOPIC	ALLIANCE PROPOSAL	KAISER PERMANENTE PROPOSAL
<p>ACROSS-THE-BOARD WAGE INCREASES</p>	<p>4% October 1, 2021 (all regions)</p> <p>4% October 1, 2022 (all regions)</p> <p>4% October 1, 2023 (all regions)</p>	<p>1% October 1, 2021 + and 1% bonus (0.5% for HI /GA)</p> <p>1% October 1, 2022 + and 1% bonus (0.5% for HI /GA)</p> <p>1% October 1, 2023 + and 1% bonus (0.5% for HI /GA)</p>
<p>TWO-TIER WAGE STRUCTURE Permanently lower wage scales for all employees hired after 1/1/2023</p>	<p>TAKEAWAY REJECTED. Alliance opposes a two-tier system as unfair and divisive. It would exacerbate the crisis in staffing, worker shortages, patient care, and morale.</p>	<p>TAKEAWAY:</p> <ul style="list-style-type: none"> - Dramatically lower wage scales, benchmarked to a false market defined by discredited wage study KP commissioned for bargaining. The Alliance has fully refuted the KP study, with no response from KP. - KP's proposal could reduce pay rates for new hires by 26%, or even more, from current levels. - Reduce the number of steps to a maximum of six. - Over 900 current jobs not addressed in KP's partial proposal - unclear what KP is proposing for them. - Divide current jobs into different pay scales based on location within a region: <p>SCAL: (1) LA/Orange, (2) San Diego, (3) Inland Empire</p> <p>MAS: (1) DC/SM/NOVA (2) Baltimore</p> <p>WA: (1) Western Washington, (2) Eastern Washington</p> <p>NCAL: (1) Bay Area, (2) Sacramento/Central Valley</p>



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PERFORMANCE SHARING PLAN (PSP) PAYOUTS	TAKEAWAY REJECTED. MAINTAIN BENEFIT AS IS.	TAKEAWAY: <ul style="list-style-type: none"> - New hires as of 1/1/2023 eligible for 2% (rather than 3%) payout at target.
CURRENT 1% ADDITIONAL 401(K) CONTRIBUTION (for regions meeting PSP financial target)	TAKEAWAY REJECTED. MAINTAIN BENEFIT AS IS.	TAKEAWAY: <ul style="list-style-type: none"> - New hires would not receive this benefit as of 1/1/2023
STAFFING AND PATIENT CARE	<ul style="list-style-type: none"> + Joint staffing committees in every region, service area and bargaining unit, with information sharing and escalation. + Joint work to fill/train for labor shortage/hard-to-fill positions. + Labor participates in the position control process (decision on whether to fill vacancies) and status of filling vacant positions. + Labor to be included in budget development. + Restrictions on travelers, including posting permanent positions instead of using travelers for ongoing needs; establish bargaining unit seasonal fluctuating positions through local bargaining. + Track and share data on employees who have had time off requests denied. + Share staffing information with UBTs. + Training on implementing current staffing contract language in the National Agreement 	MANAGEMENT REJECTED ALL PROPOSALS.
WAGE JUSTICE	<ul style="list-style-type: none"> + Consistent wage scales across SCAL for all job classifications to correct disparities for jobs paid less in Kern, San Bernardino, and Riverside counties. Some jobs are paid up to 39% less. 	REJECTED. Instead, starting in 2023, KP proposes to lower wages even further in Riverside, San Bernardino, and Kern based on new two-tier scales, making the gap even wider.
TUITION REIMBURSEMENT	<ul style="list-style-type: none"> + Increase tuition reimbursement to the new IRS limit of \$5,250 from \$3,000 and include eligibility for license/certification expenses. 	NO RESPONSE.



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STUDENT LOAN REPAYMENT ASSISTANCE	+ Provide up to \$5,250 annually and tax-free to assist with student loan repayment, as allowed by new federal law.	NO RESPONSE.
FULLY FUND BEN HUDNALL MEMORIAL TRUST	+ Increase funding to maintain current programs and expand programs to meet future workforce needs.	NO RESPONSE. Without additional funding, Ben Hudnall would have to cut benefits.
RECOGNIZE JUNETEENTH AS PAID HOLIDAY	+ Recognition jointly agreed to and endorsed by BOTH labor and management labor and management members of the Racial Justice Subcommittee.	NO RESPONSE. Management has not agreed, even though management members of the subcommittee supported this recommendation.
CONSISTENT MLK HOLIDAY	+ Establish Martin Luther King, JR. Day as a consistent holiday across KP. (Current practice varies by region.)	REJECTED.
ESTABLISH JOINT COMMUNITY WORK TO PROMOTE JUSTICE	+ Alliance and KP partner to establish a nonprofit organization dedicated to training underrepresented health care workers.	REJECTED.
STANDARDIZE PENSION BENEFIT CREDIT	+ Definition of credited years of service at 1,800 hours. Include pre-banked sick leave in credited years of service. Include compensated stand-by/on-call hours in vesting & years of service.	NO RESPONSE.
RAISE BENEFITS WHERE THEY ARE BELOW STANDARD	+ Improve benefits where they are below other regions: <ul style="list-style-type: none"> • Fix NW duplicate copay practice • Reduce GA hospital admission copay • Lower MAS out-of-pocket max • Lower CO copay for chiropractor/acupuncture • HI medical and dental coverage improved by making benefits equal to SCAL benefits (including for Local 5) 	NO RESPONSE.
CITIZENSHIP SUPPORT	+ Reimbursement of citizenship class and application fees, and paid holiday to celebrate employee's citizenship ceremony.	NO RESPONSE, even though management members in the subcommittee endorsed this recommendation.



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NEW ALLIANCE MEMBERS	+ Settle fair contracts for recently organized Alliance members, establishing fair wages, preserving/improving benefits, incorporating into national agreement.	NO RESPONSE.
FAIRNESS FOR KP WASHINGTON	+ Align medical plan to KP NW which has lower co-pays. Establish HRA conversion of sick leave bank on retirement (currently in effect for other regions). Increase retirement benefit from \$350 per Year of Service (YOS) to \$2,500 per YOS, with additional \$10,000 at age 85 to match other Alliance regions.	NO RESPONSE.
SUPPORT LMP TRUST	+ Continue supporting partnership programs, increase KP contribution by \$3 million annually.	NO RESPONSE. Without additional funding LMP Trust would have to reduce current partnership programs/positions.
INTEGRATED DISABILITY MANAGEMENT	+ Increase from 90 days to 180 days for injured workers who are recovering.	NO RESPONSE.
RACIAL JUSTICE FOR PATIENTS AND WORKERS	+ Labor and management subcommittee members reached consensus on a set of proposals.	In an unprecedented move, KP negotiators REFUSED TO APPROVE the joint, labor-management consensus recommendations.
DISPUTE RESOLUTION	+ Alliance proposing streamlining and clarification of contractual dispute resolution processes.	UNDER DISCUSSION - management has agreed to work on clarifying processes.
ADDRESSING HR CONNECT ERRORS	+ Rapid escalation of HR Connect errors for resolution, with remedies including timely correction of underpayment, approval of paid leave denied because of incorrect balances.	NO RESPONSE.



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