

Comparison Chart: KP vs. Union Contract Proposals

October 1, 2023

Topic	Our proposal	Management proposal
Weekend work	UMOC: 20% differential Rehab: \$100 extra/4 hours worked	UMOC: 20% differential all weekend hours. Rehab: nothing
Weekend scheduling	UMOC: schedule by seniority and may split the weekend. Can select day off for comp day	May volunteer for weekend shifts. May select alternative day off within same pay period with advance approval
Shift differential	UMOC: 15% evening for all hours 3p-11p as long as 4 hours are worked within that time period, 20% all hours 11p-7a Rehab: Flex time within same pay period scheduled with mutual agreement - if not scheduled, it's paid at 1.5x. If working more than 1/2 slot then flex time full slot	Nothing
ASC	Time spent on ASC cases, including time before they have cleared, will be considered time worked for flex time purposes.	"The employer will continue its current practices regarding the authorization of alternative time off to offset work that extends beyond the HP's regular shift"
Higher classification	Working more than 2.5 hrs in a higher classification get that level of pay	Working more than 2.5 hrs in a higher classification get that level of pay
Performance sharing plan	Move from R4R to PSP in 2027	Move from R4R to PSP in 2025
Vacation/PTO leave	Keep your current system	1 year - 15 days vacation 2 yrs - 16 days vacation 3 yrs - 17 days vacation 4 yrs - 18 days vacation 5 yrs - 19 days vacation 6 yrs - 20 days vacation Plus 8 sick and 5 personal days Current PTO converts to vacation

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Unused vacation cashout	Can cash out max 80 hrs during open enrollment at 100%	Payment for all accrued vacation through last day of active work - no yearly cash out option
Holiday work	When a holiday falls on a day an employee normally does not work, the supervisor may allow an alternate day off with pay. If the supervisor elects not to allow such an alternate day, the employee shall be paid for eight (8) hours of holiday pay, prorated for part time employees. Such holiday pay will not be considered as "productive" in the calculation of overtime. - Paid 2.5X if working holiday, and on both actual and observed	No alternative day off or pay for part time employees if holiday falls on day they are not scheduled to work - Paid 2.5X for both actual and observed
Retirement multiplier	1.5%	1.45%
Retirement Plan B	Auto enrolled after 2 years KP contributes 5% (for people hired prior to ratification)	End 5% contribution and switch to KP match 1.25-2.25% January 1, 2025
Health, dental, vision, and other benefits	Current flex credit plans remain the same	Transition to nurses plans January 1, 2025 - no more flex credits
Precepting time	1 slot/day in first 4 weeks if the student will be with Kaiser for 12 weeks or more, 1 slot per day for first 2 weeks if the student will be with Kaiser for less than 12 weeks 2 slots/week until they're done	1 slot per day during first 2 weeks 2 slots per week until they're done
Bilingual differential	QBS1 \$.50 premium QBS2 \$1.00	Current program
PMT time	1 slot/day if 75/25% assessed monthly. Specialist OT/PT and SLPs get the slot regardless of net loss Can submit for 2 hrs extra if 85/15% Procedures requiring substantial PMT like MBS will have necessary time in addition to above	If 10% net loss or better, 120-150 minutes per week If 5%, 1 slot per day Net loss reviewed quarterly - must have 10% or less in preceding quarter or no PMT

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Transition to pay scale	Transition to a rate of pay on the wage schedule above that is immediately higher than their current wage rate +3%. Step increase every anniversary	Transition to rate immediately higher than current wage rate
Longevity premium	5-10 years of service gets \$2/hr premium 10-15 years of service gets \$4/hr premium 15+ gets \$6/hr premium.	Nothing for more senior employees
Leads	Clinical leads will have 2 slots/wk RTUC leads will have 1.5 hrs/wk At least one lead/clinic if 2 FTE there, otherwise share lead from other clinic RTUC lead will be appointed.	Nothing for leads
Pay scale	4% per step plus a 4% across the board increase October 1, 2024	Around 2.2% per step plus a 2% across the board increase and 2% bonus October 1, 2024