

KAISER'S PROPOSAL

Kaiser management has requested that we vote on the proposal outlined below.

Our IBHS Bargaining Committee recommends a NO vote.

Voting will take place from April 14 to 23. The voting schedule is online at NUHW.org.

Wages

Retroactive wage increases

None

Yearly wage increases

3% in October 2015

3% at an unspecified time during the contract's first year

3% in October 2016

3% in October 2017

Potential Bonuses

A *possible* bonus of up to \$5,000 in each of the last two years of the proposed contract "based on our achievement of metrics centered around improving access and enhancing Kaiser's behavioral health program."

Metrics for earning bonuses

Kaiser has not given what the targets or goals would be to achieve any of the proposed bonuses. Kaiser has indicated that it would be related to "access" for child and adult psychology, but does not demonstrate how other IBHS members would participate in the bonus program.

Schedule Management

Kaiser's proposal focuses on the productivity of the clinician, with Kaiser in control of the clinician's schedule and where a clinician's productivity is measured by the patients actually seen vs. the patients that were booked, regardless of the unpredictability of no-shows.

Health Care

Active Employees Health Program

As of Jan. 1, 2015, the co-pays would be increased to from the \$5/\$10/\$15 benefits by design program to \$10/\$20/\$30.

Retiree Health Program

Employees who retire before Jan. 1, 2016, with 15 years of service and who are 55 years or older, will at age 65 receive whatever the active employees are getting for health insurance including any increased co-pays. (An exception is for folks hired prior to Feb. 1, 1986. These grandfathered folks will, besides being reimbursed for the standard Medicare Part B premiums, as applicable, will receive vision, dental, and retiree life insurance.)

Employees who retire after Jan. 1, 2016, with 15 years of service and who are 55 years or older, will at age 65 be eligible for a) \$175 monthly subsidy for Kaiser's Medicare Health Plan, increased by 3% annually; b) \$1,000 per year of service given to the employee in the form of a Health Care Reimbursement Account used solely for medical expenses in retirement.

Employees hired after Jan. 1, 2016, would only be eligible for the Health Care Reimbursement Account

Pension

Current employees will keep their defined benefit pension plan and will continue to accrue benefits in the plan. Employees hired after Jan. 1, 2015, would only get a 401(k) of 5% and would not be included in the defined benefit pension plan.