KAISER PERMANENTE HEALTHCARE PROS GAINING UPDATE

OCTOBER 25, 2018



Two months after we gave Kaiser our economic proposal, their chief negotiator gave us what he termed a "credible" offer.

Here it is in its entirety. You be the judge.

KAISER FOUNDATION HOSPITALS, INC., SOUTHERN CALIFORNIA PERMANENTE MEDICAL GROUP

AND

NUHW PSYCH SOCIAL

2018 CONTRACT NEGOTIATIONS

Kaiser Foundation Hospitals, Inc., and Southern California Permanente Medical Group hereby submit the Naiser roundation Hospitals, the., and Southern California remaining includes Group hereby submit the following proposals to the Collective Bargaining Agreement and reserve the right to add, subtract from or modificulture proposals at the charge the course of those proposals at the charge the course of the course of the charge t modify these proposals at any time during the course of these negotiations.

Management Counter Proposal October 24, 2018

Wages and Benefits

- A. Wage increases:
- Effective October 7, 2018, there will be an across-the-board increase of 1.5%, with a lump
- Effective October 6, 2019, there will be an across-the-board increase of 1.5%, with a lump
- Effective October 5, 2020, there will be an across-the-board increase of 1.5%, with a lump
- B. Differentials/Reimbursements: No changes to differentials/reimbursements provided under Articles XV and XVI of the December 17, 2015 – September 30, 2018 Collective Bargaining Agreement.
- C. Incentive Plans: See attached.
- **D.** Benefits: No changes to Article XXX Health and Welfare; Article XXXI Earned Time Off Program; Article XXXII - Retirement Plans; Article XXXIII - Retiree Medical Program of the December 17, 2015 - September 30, 2018 Collective Bargaining Agreement.

It is clear that Kaiser will not agree to a fair contract unless we convince them we are all ready to do whatever it takes. If you haven't already done so, please sign the strike authorization petition.

Our bargaining committee and stewards will be deciding next steps and will keep you updated.



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