



HPC BARGAINING UNIT

A SIDE-BY-SIDE COMPARISON OF PROPOSALS

MAY 31, 2019

ISSUE	UNION PROPOSAL	KAISER PROPOSAL	UNION RATIONALE
COMPENSATION			
Annual Wage Increases	12.0%, 3.0%, 3.0%	3.0%, 2.0%, 2.0%	First year to make up for 5-year wage freeze; second & third to match other union increases
Lump Sums	From 5% to 17%	0%, 1.0% 1.0%	To make up for lost earnings
Incentive Plan	Maximum payout \$3,000; metrics mutually agreed	Maximum payout \$3,000; employer decides metrics	Improve incentive to achieve goals; ensure metrics are reasonable and related to job
Longevity Steps (new)	Add 15 & 20 year steps	Rejected	Recognition of years of service
Bilingual Differential	\$1.50/hour	\$1.00/hour	Improve recruitment of bilingual providers
Evening Shift Differential	\$2.75/hour	\$2.75/hour	Employer agreed to increase last week
Night Shift Differential	\$4.50/hour	\$4.50/hour	Employer agreed to increase last week
BENEFITS			
Health Insurance	\$10.00 co-pay	Maintain \$20.00 co-pay	Alliance unions settled for \$10
Dental Insurance	\$1,500/year starting 2020	\$1,500/year starting 2021	Almost all Kaiser employees have at least \$1,500/year
Retirement Plans	Restore Defined Benefit Pension Plan for those hired after 12/31/2014	Reject - retain two-tier	Eliminate two tiers; all other unions have Pension for all employees, including recently settled agreement for alliance unions
Retiree Medical	Provide all employees hired before 1/1/2021 with medical subsidy to purchase Senior Advantage coverage; increase HRA subsidy o \$2,000/year of service	No subsidy for employees hired after 12/31/2014; increase HRA subsidy to \$2,000/year of service	Alliance agreed to no subsidy for employees hired after 1/1/2021; employer agreed last week
WORK-LIFE BALANCE/OTHER ISSUES			
Workload Distribution	Strengthen language to restrict bargaining unit work being performed by non-union employees	Rejected	Employer has been hiring non-union employees to do bargaining unit work using loophole in current contract
Employee Status Definitions	Require employer to increase hours of employees who work additional hours on a regular basis	Rejected	To ensure employees receive proper benefits
Career Ladders	Provide opportunities for employees with more responsibilities and/or education to receive higher pay	Rejected	Encourages and rewards employees for doing more