



PSYCH-SOCIAL BARGAINING UNIT

A SIDE-BY-SIDE COMPARISON OF PROPOSALS

MAY 31, 2019

ISSUE	UNION PROPOSAL	KAISER PROPOSAL	UNION RATIONALE
COMPENSATION			
Annual Wage Increases	9.0%, 3.0%, 3.0%	3.0%, 3.0%, 2.0%	First year to make up for 5-year wage freeze; second & third to match other union increases
Lump Sums	from 5% to 16%	0%, 1.5%, 1.5%	To make up for lost earnings
Bilingual Differential	\$1.75/hour	\$1.00/hour	Improve recruitment of bilingual providers
Evening Shift Differential	\$2.75/hour	\$2.75/hour	Same proposal as of 5/31
Night Shift Differential	\$4.50/hour	\$4.50/hour	Same proposal as of 5/31
Weekend Differential	\$2.75/hour	\$2.43/hour	Match evening differential
BENEFITS			
Health Insurance	\$10.00 co-pay	Maintain \$20.00 co-pay	Alliance unions settled for \$10
Dental Insurance	\$1,500 per year	\$1,500 per year	KP finally agreed to give us same as other KP employees
Alternative Mental Health	20% co-pay	50% co-pay	Same plan as Healthcare Pros
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 current employees with medical subsidy to purchase Senior Advantage coverage; but eliminate subsidy for those hired after 1/1/21; increase HRA subsidy to \$2,000/year of service	No subsidy for employees hired after 12/31/2014; keep HRA subsidy at \$1,000/year of service	Alliance agreed to elimination of subsidy for employees hired after 1/1/21
Tuition Reimbursement	\$3,000/year for all regular employees	\$3,000/year	All other Kaiser employees have \$3,000/year

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WORK-LIFE BALANCE/OTHER ISSUES			
ETO - Usage	Allow 1 hour increments	Retain 1 day increments	Allow more flexibility for employees
Indirect Patient Care	Minimum 1 hour per day Indirect Patient Management time	Rejected	Work-life balance - to allow clinicians time to perform all patient related duties
Professional Time	No change	Restrict ability to use "professional time"; no additional patient management time	Employer had withdrawn this proposal and reintroduced last week
Recruitment and Retention	Student Loan Repayment \$10,000 over 4 years for Masters Level and \$20,000 over 4 years for Doctoral - open to new and current employees	Repayment only available for new employees hired in next year	Aid in recruitment and retention