

SUMMARY OF KAISER'S "BEST" OFFER – Healthcare Professionals

Below is a summary of what Kaiser has said is their "best" offer, with an explanation of each proposal and why it falls short of meeting our bargaining goals. Our HPC bargaining committee is recommending we reject this offer.

Compensation

Annual Wage Increases And Lump Sum Payouts

Effective October 2018 – 3% Across-the-Board (ATB)

Effective October 2019 – 2% ATB + 1.5% lump sum*

Effective October 2020 - 2% ATB + 1.5% lump sum*

Effective upon Ratification – 1% lump sum signing bonus

Why this falls short: Less than Alliance ATB of 2.75% in the 2nd year and 3% in the 3rd year and does not make up at all for five-year period without a wage increase.

*After the voting process had started and the first ballots were cast for one day in Santa Clarita and Lancaster, Kaiser slightly improved its "Best" offer by increasing the lump sum payments in October 2019 and in October 2020 from 1% to 1.5%. Kaiser thinks a few more dollars will buy them enough YES vote but in reality they are still offering Healthcare Pros substandard wages and benefits.

Differentials

Increase Evening shift differential from \$0.95/hour to \$2.75/hour

Increase Night shift differential from \$1.30/hour to \$4.50/hour

Increase in bi-lingual differential from \$1.15/hour to \$1.50/hour, but only for Speech Therapists

Why this falls short: Better bi-lingual pay is needed for all professions, especially considering the demographics in Southern California.

Incentive Plan

Opportunity for a maximum payout of \$3,000 for full-time employee, upon achievement of all metrics.

Why this falls short: Employer unilaterally determines metrics and goals, instead of jointly with union, as in other union contracts.

Benefits

Health Coverage

Maintain \$20 co-pay

Why this falls short: Coalition Unions still have \$5 co-pay and Alliance Unions just settled for \$10.

Dental Coverage

Increased to \$1,500 for annual dental coverage and \$1,500 for lifetime child orthodontia.

Why this falls short: Not effective until 2021 while other unions have had this benefit for four years or more.

Retiree Medical

Increase HRA account from \$1,000/year of service to \$2,000

Why this falls short: Other unions have had this benefit for several years and also have an additional \$10,000 added at age 85.

Pension

Increasing Employer match on 401(k) from 1.25% to 3% for employees who do not have Defined Benefit Pension.

Why this falls short: Over 120,000 other unionized Kaiser employees still have a pension. Kaiser imposed its Pension take-away for our members in 2014, saying they were going to take it away from other unions. They have bargained numerous contracts with other unions since, but have not taken it away from anyone else. To see the difference between a defined benefit pension and the 401(k) plan new hires are forced to have, check out our pension calculator at <https://nuhw.org/calculator/>

Respect for our professions

Career Ladders

The union has made very specific proposals to provide opportunities for advancement and increased pay based on education, special skills, unique contributions or other factors. Kaiser has rejected every single proposal, including our last proposal, which is simply to establish a joint labor-management committee to develop recommendations for the creation of a career ladder for each profession.

Integrity of Bargaining Unit Work

Kaiser continues to reject all union proposals to limit their ability to assign our work to non-union employees, such as Lifestyle Educators.