



HEALTHCARE PROS BARGAINING UNIT

KAISER'S "LAST, BEST, AND FINAL OFFER"

A SIDE-BY-SIDE COMPARISON TO OUR LATEST PROPOSAL

SEPTEMBER 9, 2019

ISSUE	UNION PROPOSAL	KAISER PROPOSAL	UNION RATIONALE
COMPENSATION			
Annual Wage Increases	4%, 3%, 3%	3%, 2%, 2%; no retroactive for first year unless ratified by September 25	Alliance unions got 3%, 2.75%, 3% and did not have previous 5-year wage freeze
Lump Sums	5%	1%*, 1.5%, 1.5% (*1% is upon ratification)	To make up for lost earnings
Longevity Step	15-year step 4.5% above current top step	Rejected	Other NUHW contracts have 15-year step
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
Evening Differential	Increase to \$2.75/hour	Increase to \$2.75/hour	Union agreed to employer's proposal
Night Differential	Increase to \$4.50/hour	Increase to \$4.50/hour	Union agreed to employer's proposal
Bilingual Differential	\$1.50/hour	\$1.50/hour but just for speech pathologists	Improve recruitment of bilingual employees
BENEFITS			
Health Insurance	\$5 co-pay	Maintain \$20 co-pay	Kaiser proposed \$5 co-pay to Coalition unions
Dental	\$1,500 per year	Agreed	Same as other unions have had for years
ETO - Usage	Allow 1-hour increments	Retain 1-day increments	Allow more flexibility for employees

CONTINUED ON OTHER SIDE

CONTINUED FROM FRONT

ISSUE	UNION PROPOSAL	KAISER PROPOSAL	UNION RATIONALE
BENEFITS (CONTINUED)			
Retirement Plans	Restore Defined Benefit Pension Plan for those hired after 12/31/2014	Rejected - retain two-tier but increase Employer match of 401(k) to 3%	Eliminate two tiers; all other unions have Pension for all employees, including recently settled agreement for Alliance unions
Retiree Medical	Improve HRA to \$2,000/year of service	Agreed	Same as other unions have had for years
OTHER			
Workload Distribution	Strengthen language to restrict bargaining unit work from 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 employers who work additional hours on a regular basis	Rejected	To ensure employees receive proper benefits
Career Ladders	Establish collaborative committee to develop career ladders within one year	Rejected	Encourages and rewards employees for doing more
Steward Training Days	Monthly meetings	Meetings 6 times per year	Alliance unions have monthly meetings