



PSYCH-SOCIAL 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
STAFFING/ACCESS/WORKLOAD			
Staffing/Access/Workload	Hire 150 new staff with union input into location and assignments; all transfers from Care Navigators to be seen within 2 weeks; work collaboratively with union on all future mental health initiatives	Rejected	Improve staffing and access for mental health patients, especially for return appointments
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
COMPENSATION			
Annual Wage Increases	4%, 3%, 3%	3%, 2%, 2%; no retroactive 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
RN Adjustment	Additional increase to match specialty nurses; parity provisions such as preceptor pay	New wage scale by RNs would move back up to two steps; no other parity provisions	Employer proposal introduces higher UNAC wage scale, but employee at top of current scale would make back to step 9 and have to wait 5 years to reach top
Psychologist Classification	New Neuropsych and Developmental Psych classifications with wage scale 5% above Psych	Agreed	Employer agreed to union's proposal
Bilingual Differential	\$1.25/hour	Current \$1.00/hour	Improve recruitment of bilingual providers

CONTINUED ON OTHER SIDE

CONTINUED FROM FRONT

ISSUE	UNION PROPOSAL	KAISER PROPOSAL	UNION RATIONALE
COMPENSATION (CONTINUED FROM FRONT)			
Evening Differential	\$2.75/hour	\$2.75/hour	Union accepted employer's proposal
Night Differential	\$4.50/hour	\$4.50/hour	Union accepted employer's proposal
Weekend Differential	\$2.75/hour	\$2.43/hour	Match evening differential
BENEFITS			
Health Insurance	\$5 co-pay	Maintain \$20 co-pay	Kaiser offering to maintain \$5 for Coalition
Dental	\$1,500 per year benefit	\$1,500 per year benefit	Other unions have had this amount for years
Alternative Mental Health	Employer covers 80% of cost; no limit on number of visits	Agreed	Same benefit as in Healthcare Professionals agreement
ETO - Usage	Allow 1-hour increments	Retain 1-day increments	Allow more flexibility for employees
Retirement Plans	Restore Defined Benefit Pension Plan for those hired after 12/31/2014	Rejected - retain two-tier; increase Employer match for 401(k)	Eliminate two tiers; all other unions have Pension for all employees, including recently settled agreement for Alliance unions
Retiree Medical	Increase HRA subsidy to \$2,000/year of service	Increase HRA subsidy to \$2,000/year of service	Other unions have had this amount for years
OTHER			
Incentive Plan for MSWs	Touches not included	14 touches	Impossible goal - not quality
Steward Training Days	Monthly and up to 100 stewards paid	Bi-monthly; limit of 32 stewards paid	Alliance and Coalition unions have monthly and no limit on paid attendance
Contract Administrator	One full-time paid by employer	Rejected	Alliance has 1 for every 1,200 members