

For all of UNAC's talk about being the big union that Kaiser is afraid of, the terms of our contracts are largely the same — except where UNAC has secretly agreed to language that benefits Kaiser at the expense of UNAC's own members.

The more significant differences between UNAC and NUHW are our values and how we operate.

Everything that we have is currently guaranteed in our contract. UNAC may say that they have better copays or a pension but the reality is that they will go back into bargaining with NO PLAN, no guarantees, no expertise or appetite for behavioral health care advocacy, and no additional support from the Alliance unions, which are locked under contract until 2025.

Item	NUHW - Guaranteed	UNAC - Not Guaranteed	Edge
<b>Raises (2021 Contract)</b>	Year 1 – 3 percent Year 2 – 2 percent + additional 2 percent lump sum bonus Year 3 – 2 percent + additional 2 percent lump sum bonus Year 4 - Next contract. Opportunity to negotiate higher wages.	Year 1 – 3 percent Year 2 – 3 percent Year 3 – 2 percent + additional 2 percent lump sum bonus Year 4 – 2 percent + additional 2 percent lump sum bonus	Essentially even. Since UNAC's contract is for 4 years and ours is just 3, we can potentially negotiate higher wage increases in the 4th year
<b>Performance Bonus</b>	Up to \$5,000 (Based on metrics which reflect our daily work with no requirement to help Kaiser cut staffing costs to attain full bonus)	Up to 3 percent of salary. (All UNAC/Alliance Unions' Bonus for 2023 and 2024 is tied to cutting staffing costs by 1.5%)	NUHW - higher payout and ours is not tied to a reduction of the cost of our staff by 1.5%
<b>Wage Scale</b>	15 year rate is 51% higher than start rate	15 year rate is 39% higher than start rate	NUHW - our scales have higher tenure step increases each year
<b>Student Loan Repayment Program</b>	\$20,000 for Ph.Ds \$10,000 for Masters or Bachelors	No Student Loan Repayment	NUHW - this benefit does not exist for any other union
<b>Bilingual Pay</b>	\$1 per hour	37.5 to 55 cents per hour	NUHW
<b>Shift Differentials</b>	\$2.75/hour evenings \$4.50/hour nights	\$2.23/hour evenings \$3.26/hour nights	NUHW
<b>Dues</b>	1.5% of base pay (does not include additional hours or shift differentials) with a cap of \$126/month	Flat rate based on average wage rate of the entire bargaining unit, with Part-time workers paying the same as full time workers. Based on \$60/hr. (current average wage rate for KPC unit), dues would be \$131 a month for full time and part time alike.. Per diems who work less than 40 hours in a month pay dues of \$1.25 per hour; those who work over 40 hours in a month pay a minimum of half the full time flat rate.	NUHW - the dues structure for NUHW is fairer and is capped. UNAC's dues are higher and will negatively impact almost all current NUHW members
<b>Paid Time Off</b>	52 days (ETO, holidays, and ESL)	52 days	Even
<b>Educational Leave</b>	5 days/year	5 days/year	Even



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THE UNION WE'VE BUILT TOGETHER**

Item	NUHW - Guaranteed	UNAC - Not Guaranteed	Edge
<b>Alternative Compensation Plan</b>	Employees with non-Kaiser medical benefits can get 20 percent extra pay in lieu of benefits.	Employees with non-Kaiser medical benefits can get 20 percent extra pay in lieu of benefits.	Even
<b>Pension</b>	Employees hired after Dec. 31, 2014 receive 401k instead of pension. 6% 401k Employer Contribution	Pharmacists hired after Dec. 31, 2014 receive 401k instead of pension 6% 401k Employer Contribution that rises to 7% in Year 6 and 8% in Year 11.	UNAC - no guarantee that UNAC will achieve this in our bargaining unit, they have not been able to do it elsewhere
<b>Medical Co-pay</b>	\$20	\$10	UNAC
<b>Dental insurance</b>	\$1,500 annual limit	\$1,500 annual limit	Even
<b>Professional Time</b>	Have professional time as salaried exempt employees protected in the contract under Professional Hours	SoCal Pharmacists went from being salaried to clocking in and out when they joined UNAC	NUHW
<b>Education</b>	NUHW offers free CEU classes to all classifications covered by our contract	Ben Hudnall trust fund partially funded by KP and partially funded by Union dues provides educational opportunities and retraining resources for displaced service and technical workers	NUHW - unclear if Hudnall trust provides any benefit for professional employees
<b>Retiree Benefits</b>	Employees who are retirement eligible and hired before 2017 are covered by Senior Advantage Plan (KPSAP) and have HRA account funded at \$2000/year of service; those hired after 2016 will only have HRA when they retire	Employees who are retirement eligible would get same health plan benefits as active employees if they retire before 2028. Beginning in 2028, they would have KPSAP benefit plus HRA, and those hired after 2027 would only have HRA, same as NUHW	UNAC (for now)
<b>Alternative Mental Health benefits</b>	Pays 80% of usual and customary charges with no limit on number of visits	Capped at 20 visits	NUHW
<b>Patient Management Time</b>	No contractual provisions - amount of PMT varies throughout the region. Management wanted us to accept 90% productivity standard in exchange for set amount of PMT spelled out in contract	6 hours of PMT for PTs, OTs and Speech. The fine print: 45 minute intakes, 30 minute returns, must maintain 90% productivity and mgt. can book patients into unscheduled time - all written into the contract.	Unclear
<b>Per Diem Availability requirement</b>	Per diems must commit to work 12 shifts per calendar quarter, subject to agreed upon limitations on availability	Per diems are required to work 12 shifts per calendar quarter and per diem availability must match employers needs available 80% of the time	Even or slight edge to NUHW - in bargaining KP said their proposal was based on what they had with the nurses.
<b>Tuition Reimbursement</b>	\$3,000/year, of which \$750 can be used for travel	\$3,000/year, of which \$750 can be used for travel	Even



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