

CARE WE DESERVE

For our patients, our families and ourselves

This is What Power Looks Like: What UNAC/UHCP Members Win at the Table

Wages that Respect our Contributions to Patient Care

UNAC/UHCP

NUHW

Across-The-Board % raise this year

3% (October 2022)

2% (October 2022)

of ATB raises over 13 years

13 (one each year)

7 (six years with no raises)

% ATB raises over 13 years

45%

31%

Wage grid increases:
more steps = more raises, faster &
higher income growth, higher pension

Up to 14 steps
Additional steps at 20 and 25 years

Only 10 steps
Grid stops at 15 years

A Better Life Now: Health Benefits & Differentials

UNAC/UHCP

NUHW

Health co-pay

\$10 office visit

\$20 office visit

Prescription co-pay

\$5 generic
\$10 preferred/brand

\$10 generic
\$15 preferred/brand

Dental Coverage
(Basic fillings, oral surgery, major
services)

90%

50%-70%

Shift Differentials

Paid for vacation/sick leave & other
paid time off
Remote reporting: 1.5x regular hourly rate
Float: \$2.00
Weekend: 10% premium

Paid only for worked time

Remote reporting: \$0
Float: \$0
Weekend: \$2.43



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Safeguards for the Future: Retirement & Employment Security

UNAC/UHCP

NUHW

Protection against layoffs
(Employment Income Security -
EISA)

Full pay and benefits for one year if laid off.
Minimum one year access to a transition
pool for a new KP position.

Members facing layoff receive only
two weeks pay or two weeks notice.
No EISA, no transition pool.

Outsourcing/insourcing
protections

No future subcontracting except in
extraordinary circumstances. Language to
insource previously outsourced work.

KP may use subcontractors to meet
operational needs.

Pension

UNAC/UHCP has never lost the pension
for represented members

NUHW gave up the pension for new
members hired after January 1, 2015

Retiree medical

Eligible at 15 years of service
Year of service = 1,800 hours

Not eligible until 20 years of service
Year of service = 2,000 hours

Health Reimbursement Account (HRA)

\$30,000 minimum

\$24,000 minimum

Life insurance

\$50,000

\$6,000

Staffing and Workload Victories that Improve Patient Care

UNAC/UHCP

NUHW

Patient Management Time

Dedicated hours per week

SoCal PT/OT/RT: **6** hours
NorCal PT/OT/SLP: Minimum **5** hours
Hawaii PT/OT/SLP: **5** hours **15** minutes

0 protected hours

KP can unilaterally decide to do away
with patient management time

Staffing Ratio

5:1

UNAC/UHCP registered nurses have *UNAC-*
negotiated ratios better than state law

6:1
DHS CA Mandated

Workload Committees

UNAC/UHCP professionals meet regularly with
management as equals to determine workload
and workflows, allowing professionals to
exercise proper clinical judgment in treating
patients

Harsh productivity metrics imposing
greater workloads agreed to by NUHW
without consulting affected
professionals

