

GET THE FACTS ABOUT KAISER PERMANENTE'S ECONOMIC PROPOSAL



New Kaiser Permanente (KP) executives are trying to redefine the organization's legacy of partnership, justice, and equity. Instead of jointly addressing chronic understaffing and burnout, KP is trying to cut wage rates without partnership accountability. **These proposals have the strong possibility of making recruitment and staffing even worse.**

Everything we've fought and won over the past 50 years is at stake.

See the major economic proposals below and compare for yourself:

UNAC/UHCP AND ALLIANCE PROPOSAL

Across the board wage increases:

- 4% increase on Oct. 1, 2021
- 4% increase on Oct. 1, 2022
- 4% increase on Oct. 1, 2023

Wages



KAISER PERMANENTE PROPOSAL

Current employees:

- 1% increase & 1% lump sum on Oct. 1, 2021
- 1% increase & 1% lump sum on Oct. 1, 2022
- 1% increase & 1% lump sum on Oct. 1, 2023

UNAC/UHCP AND ALLIANCE PROPOSAL

No second tier of underpaid new hires

- All eligible for 3% PSP benefit
- Retain 1% performance-based 401(k) contribution

Two-Tier



New employees starting Jan. 1, 2023

KAISER PERMANENTE PROPOSAL

- Separate wage grid with **significantly reduced pay**
- Maximum 2% PSP benefit
- Eliminate 1% performance-based 401(k) contribution

UNAC/UHCP AND ALLIANCE PROPOSAL

Provide \$5,250 of student loan repayment assistance per year and increase tuition reimbursement up to \$5,250 per year

Education



KAISER PERMANENTE PROPOSAL

No response to July 12 proposal from Alliance

UNAC/UHCP AND ALLIANCE PROPOSAL

Include Juneteenth as a paid holiday

Inclusion



KAISER PERMANENTE PROPOSAL

No response to July 12 proposal from Alliance