

DASH TENTATIVE AGREEMENT HIGHLIGHTS

DIETITIANS - AUDIOLOGISTS - SPEECH LANGUAGE PATHOLOGISTS - HEALTH EDUCATORS



	New Agreement	Previous Contract
Bargaining Power	Alignment of contract expiration date of Sept 30, 2025 with other UNAC/UHCP contracts and Alliance Unions of 52,000 members.	Contract was set to expire Sept 30, 2024
National Agreement	Now part of National Agreement	Not part of the national agreement
Wage increases	2023: 2% effective Oct 1 2024: 2% effective Sep 29	2023: 2% effective Oct 2 2024: Not guaranteed
Lump Sum	2023: 2% Lump Sum to ALL employed on Oct 1, 2023 2024: 2% Lump Sum to ALL employed on Sep. 29, 2024 - Payable first pay period following October 1 in 2023 and 2024	2023: 2% Lump Sum only to Full Time and Part Time employed on Oct 2, 2023 - Paid no later than 60 days following the end of the pay period to include October 2, 2023 2024: Not guaranteed
Bonus	2023: Bonus program payable in 2024 2024: PSP program payable in 2025	2023: Bonus program payable in 2024 2024: Not guaranteed
Additional Shifts/Hours	If salaried HCP accepts extra work assignment in addition to their normal scheduled shift that results in working additional hrs, all such additional hours shall be paid at the HCPs regular straight time hourly rate.	No language
Layoff protections (Employment and Income Security Agreement - EISA)	Employees will have one year of income and benefits security <ul style="list-style-type: none"> · Full pay and benefits guaranteed for one year · Guaranteed normal step increases and wage increases · Placed in an EISA transition pool with a minimum of one year to obtain another position at Kaiser 	No income protection against layoffs except for bumping
Members that work over 20 hours	Now qualify for: <ul style="list-style-type: none"> · Supplemental medical · Life insurance · Short-term and long-term disability · Salary continuance 	Only 32 hr+ members qualify
Per Diem	Now qualify for: <ul style="list-style-type: none"> · Lump Sum Bonus · Job bidding rights along with Full-time and Part-time members in your service area (if 2K hrs met), or if less than 2k bidding rights within Southern CA Region · Released from commitment if shifts not confirmed	· Not eligible for Lump Sum Bonus · No consideration for jobs with Full-time or Part-time members. Can only exercise seniority among other per diems. · No language if not confirmed
Externship/Fellowship	Ability to bid for jobs if within 30 days of completion of program	No language
Medical Copays	Reduced co-pays per AHCU National Agreement: <u>Outpatient (OP):</u> <ul style="list-style-type: none"> · Office visits: \$10 · Outpatient surgery: \$10 · Allergy testing: \$10/visit · Allergy shots: No charge · Family planning OP: No charge · Infertility services OP: \$10/visit <u>Emergency Department:</u> <ul style="list-style-type: none"> · ER visits: \$50/visit (waived if admitted) · Urgent care visits: \$10/visit <u>Mental Health Care:</u> <ul style="list-style-type: none"> · Outpatient Individual: \$10/visit · Outpatient Group: \$5/visit · Substance Use Disorder OP indiv: \$10/visit 	<u>Outpatient (OP):</u> <ul style="list-style-type: none"> · Office visits: \$20 · Outpatient surgery: \$50 · Allergy testing: \$20/visit · Allergy shots: \$3/visit · Family planning OP: \$20/visit · Infertility services OP: \$20/visit <u>Emergency Department:</u> <ul style="list-style-type: none"> · ER visits: \$50/visit · Urgent care visits: \$20/visit <u>Mental Health Care:</u> <ul style="list-style-type: none"> · Outpatient Individual: \$20/visit · Outpatient Group: \$10/visit · Substance Use Disorder OP indiv: \$20/visit

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Prescription Drugs	KP Pharmacy: \$5 generic/ \$10 brand Mail order: \$10 generic/ \$20 brand	KP Pharmacy: \$ 10 generic/ \$15 brand Mail order: \$20 generic/ \$30 brand
Dental	<ul style="list-style-type: none"> Basic (fillings, oral surgery, gum treatment): 90% coverage Major Services: (crowns, inlays, outlays, cast restorations): 90% coverage 	<ul style="list-style-type: none"> Basic (fillings, oral surgery, gum treatment): 80% coverage Major Services: (crowns, inlays, outlays, cast restorations): 50% coverage
Retiree copay	Retirees lock in copay at retirement, \$10 effective 1/1/2024 (or whatever active medical copay is @ retirement)	\$20 (or whatever active medical copay is @ retirement)
Retiree medical	<p>Eligible at 15 years of service and 55yo, or 10 years w/ disability</p> <p>One year of service= 1,000 hours</p> <p>Personal and spousal subsidy provided for KPSA (Kaiser Permanente Senior Advantage plan)</p>	<p>Category 1:</p> <ul style="list-style-type: none"> Hired prior to 1/1/2017, age 55 or older with 15 or more yrs of service upon termination One year of service = 2,000 hours (after 2017) & 1,000 hrs (before 2017) Retiree shall receive a medical Subsidy toward enrollment in the Southern California Region Kaiser Permanente Senior Advantage Plan ("KPSAP") Retiree's spouse or eligible domestic partner shall receive a Medical Subsidy equal to one hundred percent (100%) of the Category 1 retiree's Medical Subsidy <p>Category 2:</p> <p>Hired on or after 1/1/2017, age 55 yrs or older with 20 or more yrs of service upon termination.</p> <ul style="list-style-type: none"> One year of service = 2,000 hours (after 2017) Retiree and his/her spouse or domestic partner, and his/her dependent child will not receive a Medical Subsidy.
Parental Medical	<p>Individuals who enroll in Parent Medical Coverage will be responsible for the entire amount of the premium for their coverage, as well as for any applicable copayments and any Third Party Administrative fees.</p> <p>Benefits included in Parent Medical coverage are:</p> <ul style="list-style-type: none"> -\$5 doctor's office visits -\$5 prescription drug coverage Uncapped prescription drug benefit -\$5 hearing and vision exams No charge for inpatient hospital care No charge for lab tests and X-rays No charge for allergy testing and treatment \$25 Emergency department co-payment No charge for approved ambulance services 	Individuals who enroll in Parent Medical Coverage will be responsible for the entire amount of the premium for their coverage, as well as for any applicable copayments and any Third Party Administrative fees.
Life Insurance	<ul style="list-style-type: none"> Life insurance regardless of age or years of service <ul style="list-style-type: none"> Guaranteed \$50k For 20hr+ employees Option to buy up to a combined coverage of \$750k 	<ul style="list-style-type: none"> Age-rated life insurance based on years of service and age <ul style="list-style-type: none"> No guaranteed set amount Only for 32hr+ employees Option to buy up to a combined coverage of \$750k
Permanent Change in Hours	<ul style="list-style-type: none"> Ability to permanently reduce/increase hours if taken by another qualified member or if additional hours are available Temporary reduction through the use of personal time off which shall not be unreasonably denied 	<ul style="list-style-type: none"> Ability to reduce temporarily Personal time off allowed "where circumstances warrant"
Trades	Ability to trade shifts and days off with yourself or another qualified member	No language

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Education benefits	<ul style="list-style-type: none"> -KP Tuition Reimbursement policy \$3,000 (\$750 can be used for travel) -National Agreement: Ben Hudnall Memorial Trust Fund - https://bhmt.org/ -Stipend to replace 16 hours per pay period of lost wages for class attendance and study (up to 1,900 hours) -Free laptop lending program during the course of study -Professionals are able to use these stipend hours to cover master's and doctoral programs. · Tuition Assistance Program \$5250 (\$3k from tuition reimbursement) annually through partner schools · Mandatory meetings and trainings are considered time worked and shall be compensated as such. <ul style="list-style-type: none"> · Flexibility to accommodate academic schedules. · Mandatory certification if provided by KP in-house or offsite will be paid as training time and fees are covered; if on your own you may use Education time. 	<p>KP Tuition Reimbursement policy \$3,000 (\$750 can be used for travel)</p>
Schedule Posting	At least 30 days in advance of 60 calendar day work schedule	No language
Time off Request Response	14 calendar days	No language
Patient Care Advocacy	Recognizes independent clinical judgement within your license/registration scope of practice	No language
Job Postings and Filling of Vacancies	<ul style="list-style-type: none"> · Criteria: Minimum qualifications and seniority is the main criteria. · First bidding group is the service area (and outlying clinics) or regional offices (wherever the position is posted), then everyone in SCAL, then externship/fellowship program, then external applicants. · If an HCP has an active corrective action level 3 or 4 on file, employer will give fair consideration to all BU applicants with no blanket denial. · Per Diems considered with FT and PT members. If 2k hours considered in service area/regional offices if working there, otherwise considered in SCAL. · HCPs will be notified if they are denied a job within 3 weeks after the position has been filled. 	<ul style="list-style-type: none"> · Criteria: possess the experience and skill defined in the posted requirements, demonstrated satisfactory job performance (i.e., no active discipline in file), bargaining unit seniority. · First bidding group is medical center (and outlying clinics) or regional offices, then Southern CA region. · Per diems not considered with FT and PT members. · No timeline of job denial.
ACP	Added eligibility for travel accident insurance	Did not include travel accident insurance
Return to Bargaining Unit	<ul style="list-style-type: none"> · Ability to keep prior seniority if returning back within a year · If worked at least 6 months will keep service credit for wages and benefits 	<ul style="list-style-type: none"> · Lose all seniority if leaving the bargaining unit · No guidelines on service credit for wages and benefits
Bargaining Unit Work	<p>Limitations on management to do bargaining unit work</p> <p>Protections for bargaining unit work</p>	<p>No limitations</p> <p>Non-bargaining unit classifications allowed to do bargaining unit work</p>
Subcontracting	<ul style="list-style-type: none"> -National Agreement has language against any future subcontracting except in extraordinary circumstances. -National Agreement also includes insourcing language to ensure previously outsourced work will be brought back into the unit. 	<p>KP may use subcontractors to meet operational needs</p>
Personal Leave of Absence	Contract does not include exclusion from disability plans	Not eligible for disability plans: Short term disability, salary continuance, and long term disability will cease to continue on a personal leave
Union Leave of Absence	Follows national agreement and provides time to do union work	None
New or Revised Jobs	Allows for review of new jobs or existing jobs that significantly change; and an ability to establish a new rate	Only language for new jobs
ETO	Ability to come up with own department process for vacation or utilize a default process that allows for 3 rounds by seniority in each round	Follow department policy, and if not established by seniority on a rotation and each year descend to the employee with progressively less seniority.
Committee on Dietitian Home Health Assignment	Staffing/workload committee for inpatient and outpatient dietitians with the purpose of identifying and developing a best practice for optimal care of Home Health patients.	No language



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Standby	<ul style="list-style-type: none"> Standby process and pay with a maximum of 4 hour standby and pay All HCP's guaranteed 2 hr minimum pay for coming in to work on standby 	<ul style="list-style-type: none"> Standby process and pay with a maximum of 4 hour pay Only SLPs guaranteed 2 hr minimum pay for coming in to work on standby
Probation period	FT and PT: 90 days Per diem: 240 hrs worked	FT and PT: 90 days Per diem: 300 hrs or 90 days, whichever occurs later
When transferring into a new Classification (HCP can return to former classification and position)	within 30 days of eval period	within 14 days of eval period
Jury Duty & Witness Pay, Subpoenas	<ul style="list-style-type: none"> Allows for payment 8 hrs straight time pay or regularly scheduled hours on that day. Witness pay is new, if subpoenaed to testify on something related to work, will be excused from work and will be paid for the time spent. If on a day off, guaranteed at least 2 hrs pay. Schedule will be adjusted to match service. 	<ul style="list-style-type: none"> Only 8 hrs pay for jury duty Only excused from work with no guaranteed pay for being a witness No language about adjusting work shift to coincide with the Service.
Stewards	No contractual limit.	Limited by contract to 15 on how many get paid for training, and max of 1 steward per department at each medical center.
Contract Specialists	<ul style="list-style-type: none"> -20 hours a week paid by KP to learn and educate members on contract on behalf of UNAC/UHCP 1 FTE (40 hours) per 1,200 members under Alliance National Agreement 	ZERO
Harassment	Provides a work environment free from discrimination and unlawful harrassment.	No language
Non Discrimination	Added body type and place of birth to protections	Body type and place of birth not included
Union Meetings	Ability to hold meetings and elections at Kaiser	No language
Health and Safety	If safety issues are brought to the Employer they will review unsafe conditions for improvement and changes	no language on what happens after safety issues are reported
Work Space	Department may utilize other process other than seniority to select work space if agreeable by both HCP and management	Only seniority based
Access to Personnel Record	30 day time frame to receive copy of file	No language on timeframe for copies
Corrective Action	<ul style="list-style-type: none"> Added reference in back of contract that flags if a level 3 should be repeated or advanced to a level 4 Removal of corrective action after 1 year or sooner 	<ul style="list-style-type: none"> No reference on repeating a level 3 Removal of corrective action after 1 year
Grievance and Arbitration	Ability to grieve termination within 30 days	Only gives 10 days to grieve termination
Mediation	Ability to mediate grievances	No language

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