

Where we stand

What KP and Alliance Unions have proposed at the national bargaining table as of September 28, 2021

(Partial listing and summary. Contact your local union for more detail.)

Subject	Alliance proposal	Kaiser Permanente proposal
<p>Across-the-board wage increases</p>	<p>4% October 1, 2021 (all regions)</p> <p>4% October 1, 2022 (all regions)</p> <p>4% October 1, 2023 (all regions)</p>	<p>1% October 1, 2021 + and 1% bonus (0.5% for HI /GA)</p> <p>1% October 1, 2022 + and 1% bonus (0.5% for HI /GA)</p> <p>1% October 1, 2023 + and 1% bonus (0.5% for HI /GA)</p>
<p>Two-tier wage structure</p> <p>Permanently lower wage scales for all employees hired after 1/1/2023</p>	<p>Takeaway Rejected.</p> <p>Alliance opposes a two-tier system as unfair and divisive. It would exacerbate the crisis in staffing, worker shortages, patient care, and morale.</p>	<p>Takeaway:</p> <ul style="list-style-type: none"> + New much lower wage scales, benchmarked to “market” defined by discredited wage study that KP created for bargaining. The Alliance has fully refuted the KP study, with no response from KP. + KP’s proposal could reduce wage rates by 26%, or even more, from current levels. + Reduce the number of steps to a maximum of six. + Over 900 current jobs not addressed in KP’s partial proposal - unclear what KP is proposing for them. + Divide jobs currently in the same pay grade into multiple different pay grades. Different wage rates based on work location: <p><u>SCAL</u>: (1) LA/Orange, (2) San Diego, (3) Inland Empire</p> <p><u>MAS</u>: (1) DC/SM/NOVA (2) Baltimore</p> <p><u>WA</u>: (1) Western Washington, (2) Eastern Washington</p>

		NCAL: (1) Bay Area, (2) Sacramento/Central Valley
Performance Sharing Plan (PSP) payouts	Takeaway rejected. Maintain benefit as is.	Takeaway: New hires as of 1/1/2023 eligible for 2% (rather than 3%) payout at target.
Current 1% additional 401(k) contribution (for regions meeting PSP financial target)	Takeaway rejected. Maintain benefit as is.	Takeaway: New hires would not receive this benefit as of 1/1/2023
Staffing and patient care	<ul style="list-style-type: none"> + Staffing committees in every region, service area and bargaining unit, with information sharing and escalation. + Joint work to fill/train for labor shortage/hard-to-fill positions. + Labor to be engaged in the position control process (decision on whether to fill vacancies) and status of filling vacant positions. + Labor to be included in budget development. + Restrictions on travelers, including posting permanent positions instead of using travelers for ongoing needs; establish bargaining unit seasonal fluctuating positions through local bargaining. + Track and share data on employees who have had time off requests denied. + Share staffing information with UBTs. + Training on implementing current staffing contract language in the National Agreement. 	Management has rejected these proposals.
Wage Justice	Consistent wage scales across SCAL for all job classifications to correct disparities for jobs paid less in Kern, San Bernardino, and Riverside counties. Some jobs are paid up to 39% less.	Rejected. Instead, starting in 2023, KP proposes to lower wages even further in Riverside, San Bernardino, and Kern based on new two-tier scales, making the gap even wider.
Tuition reimbursement	Increase tuition reimbursement to the new IRS limit of \$5,250 from \$3,000 and include eligibility for license/certification expenses.	No response

Student Loan Repayment Assistance	Provide up to \$5,250 annually tax-free to assist with student loan repayment, as allowed by new federal law.	No response
Fully fund Ben Hudnall Memorial Trust	Increase funding to maintain current programs and expand programs to meet future workforce needs.	No response. Without additional funding, Ben Hudnall would have to cut benefits.
Recognize Juneteenth as paid holiday	This recognition was endorsed by both the labor and management members of the Racial Justice Subcommittee	No response. Management has not agreed, even though management members of the subcommittee supported this recommendation.
Consistent MLK holiday	Establish Martin Luther King, JR. Day as a consistent holiday across KP. (Current practice varies by region.)	Rejected
Establish joint community work to promote justice	Alliance and KP partner to establish a nonprofit organization dedicated to training underrepresented health care workers and the appropriate observance of Martin Luther King Jr. Federal Holiday.	Rejected
Standardize pension benefit credit	Definition of credited years of service at 1,800 hours. Include pre-banked sick leave in credited years of service. Include compensated stand-by/on-call hours in vesting & years of service.	No response
Raise benefits where they are below standard	<u>Improve benefits where they are below other regions:</u> <ul style="list-style-type: none"> -Fix NW duplicate copay practice -Reduce GA hospital admission copay -Lower MAS out-of-pocket max -Lower CO copay for chiropractor/acupuncture -HI medical and dental coverage improved by making benefits equal to SCAL benefits (including for Local 5) 	No response
Citizenship Support	Reimbursement of citizenship class and application fees, and paid holiday to celebrate employee's citizenship ceremony.	No response, even though management members in the subcommittee endorsed this recommendation.

New Alliance members	Settle fair contracts for recently organized Alliance members, establishing fair wages, preserving/improving benefits, incorporating into national agreement.	No response
Fairness for KP Washington	Align medical plan to KP NW which has lower co-pays. Establish HRA conversion of sick leave bank on retirement (currently in effect for other regions). Increase retirement benefit from \$350 per Year of Service (YOS) to \$2,500 per YOS, with additional \$10,000 at age 85 to match other Alliance regions.	No response
Support LMP Trust	To continue supporting partnership programs, increase KP contribution by \$3 million annually	No response. Without additional funding LMP Trust would have to reduce current partnership programs/positions.
Integrated Disability Management	Increase from 90 days to 180 days for injured workers who are recovering.	No response
Racial Justice for patients and workers	The labor and management subcommittee members reached consensus on a set of proposals	In an unprecedented move, KP negotiators refused to approve the joint, labor-management consensus recommendations.
Dispute Resolution	Alliance proposing streamlining and clarification of contractual dispute resolution processes.	Under discussion - management has agreed to work on clarifying processes.
Addressing HR Connect errors	Rapid escalation of HR Connect errors for resolution, with remedies including timely correction of underpayment, approval of paid leave denied because of incorrect balances.	No response