

# WHERE WE STAND ON SIX KEY ISSUES

UNITED FOR  
BEST JOBS  
BEST CARE

	TOPIC	ALLIANCE PROPOSAL	KAISER PERMANENTE PROPOSAL
1	<b>ACROSS-THE-BOARD WAGE INCREASES</b> 	<p><b>4%</b> October 1, 2021 (all regions)</p> <p><b>4%</b> October 1, 2022 (all regions)</p> <p><b>4%</b> October 1, 2023 (all regions)</p>	<p><b>1%</b> October 1, 2021 + and 1% bonus (0.5% for HI /GA)</p> <p><b>1%</b> October 1, 2022 + and 1% bonus (0.5% for HI /GA)</p> <p><b>1%</b> October 1, 2023 + and 1% bonus (0.5% for HI /GA)</p>
2	<b>TWO-TIER WAGE STRUCTURE</b> Permanently lower wage scales for all employees hired after 1/1/2023 	<p><b>TAKEAWAY REJECTED</b></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><b>TAKEAWAY:</b></p> <ul style="list-style-type: none"> <li>- Dramatically lower wage scales, benchmarked to a false competitor market.</li> <li>- Pay cut by 26% or more from current levels and reduce the number of steps.</li> <li>- Inconsistent wage rates based on work location within the same region.</li> <li>- New hires get lower PSP payout and <b>NO 1% 401(K) CONTRIBUTION</b> when financial target is met.</li> </ul>
3	<b>STAFFING AND PATIENT CARE</b> 	<p>+ Share staffing information with staffing committees and UBTs; collaborate with labor on position control, recruitment, and budget development. Improve retention and patient care by restricting travelers, creating seasonal fluctuating positions.</p>	<p><b>REJECTED.</b> Instead, KP stonewalled during subcommittee sessions not taking the pandemic or our patients seriously</p>
4	<b>WAGE JUSTICE</b> 	<p>+ Consistent pay scales across SCAL for all job classifications to correct for low-wage jobs paid less in Kern, San Bernardino, and Riverside counties.</p>	<p><b>REJECTED.</b> Instead, KP proposes to lower wages even further in Riverside, San Bernardino, and Kern in 2023 based on new two-tier scales, making the gap even wider.</p>
5	<b>TUITION REIMBURSEMENT</b> 	<p>+ Increase tuition reimbursement from current \$3,000 to new IRS limit of \$5,250 and include eligibility for license/certification expenses.</p>	<p><b>NO RESPONSE</b></p>
6	<b>STUDENT LOAN REPAYMENT ASSISTANCE</b> 	<p>+ Provide up to \$5,250 annually and tax-free to assist with student loan repayment, under new federal law.</p>	<p><b>NO RESPONSE</b></p>

For more detail on these and other bargaining topics, see <https://qrco.de/KP-AHCU-Proposals>.



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# WHERE WE STAND

## KP AND ALLIANCE UNIONS PROPOSALS AT THE NATIONAL BARGAINING TABLE AS OF OCTOBER 1, 2021

(Contact your local union for more detail.)



TOPIC	ALLIANCE PROPOSAL	KAISER PERMANENTE PROPOSAL
<p><b>ACROSS-THE-BOARD WAGE INCREASES</b></p>	<p><b>4%</b> October 1, 2021 (all regions)</p> <p><b>4%</b> October 1, 2022 (all regions)</p> <p><b>4%</b> October 1, 2023 (all regions)</p>	<p><b>1%</b> October 1, 2021 + and 1% bonus (0.5% for HI /GA)</p> <p><b>1%</b> October 1, 2022 + and 1% bonus (0.5% for HI /GA)</p> <p><b>1%</b> October 1, 2023 + and 1% bonus (0.5% for HI /GA)</p>
<p><b>TWO-TIER WAGE STRUCTURE</b> Permanently lower wage scales for all employees hired after 1/1/2023</p>	<p><b>TAKEAWAY REJECTED.</b> 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><b>TAKEAWAY:</b></p> <ul style="list-style-type: none"> <li>- Dramatically lower wage scales, benchmarked to a false market defined by discredited wage study KP commissioned for bargaining. The Alliance has fully refuted the KP study, with no response from KP.</li> <li>- KP's proposal could reduce pay rates for new hires by 26%, or even more, from current levels.</li> <li>- Reduce the number of steps to a maximum of six.</li> <li>- Over 900 current jobs not addressed in KP's partial proposal - unclear what KP is proposing for them.</li> <li>- Divide current jobs into different pay scales based on location within a region:</li> </ul> <p><b>SCAL:</b> (1) LA/Orange, (2) San Diego, (3) Inland Empire</p> <p><b>MAS:</b> (1) DC/SM/NOVA (2) Baltimore</p> <p><b>WA:</b> (1) Western Washington, (2) Eastern Washington</p> <p><b>NCAL:</b> (1) Bay Area, (2) Sacramento/Central Valley</p>



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# WHERE WE STAND: KP AND ALLIANCE BARGAINING PROPOSALS

TOPIC	ALLIANCE PROPOSAL	KAISER PERMANENTE PROPOSAL
<b>PERFORMANCE SHARING PLAN (PSP) PAYOUTS</b>	<b>TAKEAWAY REJECTED.</b> MAINTAIN BENEFIT AS IS.	<b>TAKEAWAY:</b> <ul style="list-style-type: none"> <li>- New hires as of 1/1/2023 eligible for 2% (rather than 3%) payout at target.</li> </ul>
<b>CURRENT 1% ADDITIONAL 401(K) CONTRIBUTION</b> (for regions meeting PSP financial target)	<b>TAKEAWAY REJECTED.</b> MAINTAIN BENEFIT AS IS.	<b>TAKEAWAY:</b> <ul style="list-style-type: none"> <li>- New hires would not receive this benefit as of 1/1/2023</li> </ul>
<b>STAFFING AND PATIENT CARE</b>	<ul style="list-style-type: none"> <li>+ Joint staffing committees in every region, service area and bargaining unit, with information sharing and escalation.</li> <li>+ Joint work to fill/train for labor shortage/hard-to-fill positions.</li> <li>+ Labor participates in the position control process (decision on whether to fill vacancies) and status of filling vacant positions.</li> <li>+ Labor to be included in budget development.</li> <li>+ Restrictions on travelers, including posting permanent positions instead of using travelers for ongoing needs; establish bargaining unit seasonal fluctuating positions through local bargaining.</li> <li>+ Track and share data on employees who have had time off requests denied.</li> <li>+ Share staffing information with UBTs.</li> <li>+ Training on implementing current staffing contract language in the National Agreement</li> </ul>	<b>MANAGEMENT REJECTED ALL PROPOSALS.</b>
<b>WAGE JUSTICE</b>	<ul style="list-style-type: none"> <li>+ 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.</li> </ul>	<b>REJECTED.</b> 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.
<b>TUITION REIMBURSEMENT</b>	<ul style="list-style-type: none"> <li>+ Increase tuition reimbursement to the new IRS limit of \$5,250 from \$3,000 and include eligibility for license/certification expenses.</li> </ul>	<b>NO RESPONSE.</b>



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<b>STUDENT LOAN REPAYMENT ASSISTANCE</b>	+ Provide up to \$5,250 annually and tax-free to assist with student loan repayment, as allowed by new federal law.	<b>NO RESPONSE.</b>
<b>FULLY FUND BEN HUDNALL MEMORIAL TRUST</b>	+ Increase funding to maintain current programs and expand programs to meet future workforce needs.	<b>NO RESPONSE.</b> Without additional funding, Ben Hudnall would have to cut benefits.
<b>RECOGNIZE JUNETEENTH AS PAID HOLIDAY</b>	+ Recognition jointly agreed to and endorsed by BOTH labor and management labor and management members of the Racial Justice Subcommittee.	<b>NO RESPONSE.</b> Management has not agreed, even though management members of the subcommittee supported this recommendation.
<b>CONSISTENT MLK HOLIDAY</b>	+ Establish Martin Luther King, JR. Day as a consistent holiday across KP. (Current practice varies by region.)	<b>REJECTED.</b>
<b>ESTABLISH JOINT COMMUNITY WORK TO PROMOTE JUSTICE</b>	+ Alliance and KP partner to establish a nonprofit organization dedicated to training underrepresented health care workers.	<b>REJECTED.</b>
<b>STANDARDIZE PENSION BENEFIT CREDIT</b>	+ 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.	<b>NO RESPONSE.</b>
<b>RAISE BENEFITS WHERE THEY ARE BELOW STANDARD</b>	+ Improve benefits where they are below other regions: <ul style="list-style-type: none"> <li>• Fix NW duplicate copay practice</li> <li>• Reduce GA hospital admission copay</li> <li>• Lower MAS out-of-pocket max</li> <li>• Lower CO copay for chiropractor/acupuncture</li> <li>• HI medical and dental coverage improved by making benefits equal to SCAL benefits (including for Local 5)</li> </ul>	<b>NO RESPONSE.</b>
<b>CITIZENSHIP SUPPORT</b>	+ Reimbursement of citizenship class and application fees, and paid holiday to celebrate employee's citizenship ceremony.	<b>NO RESPONSE,</b> even though management members in the subcommittee endorsed this recommendation.



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<b>NEW ALLIANCE MEMBERS</b>	+ Settle fair contracts for recently organized Alliance members, establishing fair wages, preserving/improving benefits, incorporating into national agreement.	<b>NO RESPONSE.</b>
<b>FAIRNESS FOR KP WASHINGTON</b>	+ 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.	<b>NO RESPONSE.</b>
<b>SUPPORT LMP TRUST</b>	+ Continue supporting partnership programs, increase KP contribution by \$3 million annually.	<b>NO RESPONSE.</b> Without additional funding LMP Trust would have to reduce current partnership programs/positions.
<b>INTEGRATED DISABILITY MANAGEMENT</b>	+ Increase from 90 days to 180 days for injured workers who are recovering.	<b>NO RESPONSE.</b>
<b>RACIAL JUSTICE FOR PATIENTS AND WORKERS</b>	+ Labor and management subcommittee members reached consensus on a set of proposals.	In an unprecedented move, KP negotiators <b>REFUSED TO APPROVE</b> the joint, labor-management consensus recommendations.
<b>DISPUTE RESOLUTION</b>	+ Alliance proposing streamlining and clarification of contractual dispute resolution processes.	<b>UNDER DISCUSSION</b> - management has agreed to work on clarifying processes.
<b>ADDRESSING HR CONNECT ERRORS</b>	+ Rapid escalation of HR Connect errors for resolution, with remedies including timely correction of underpayment, approval of paid leave denied because of incorrect balances.	<b>NO RESPONSE.</b>



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