



# TOP 10 HIGHLIGHTS OF OUR NEW TENTATIVE AGREEMENT

On November 13, our Alliance bargaining team reached a tentative agreement with Kaiser Permanente leaders. Learn about the top 10 highlights of our new agreement:

1

**Our new TA preserves our industry-leading wages and benefits:** Our team was able to win the same annual wage increases for all members, regardless of region or date of hire and effectively defeated two-tier for new hires.

	2021	2022	2023	2024
Wages	3%	3%	2%	2%
Lump Sums	N/A	N/A	2%	2%

2

**The National Agreement will require KP to share with us crucial information needed to make staffing decisions:** On a monthly basis, KP will provide data on vacancies, service scores, People Pulse, patient access and satisfaction. KP will also share backfill calculations, backfill strategy, and budgeting information on a quarterly basis. This information will be shared at the departmental/UBT level, and at the regional/service area level.

3

**Fair contracts for new union members build our union strength for the future:** Newly organized members of UNAC/UHCP in NCAL and Hawaii, and of UFCW Local 21 in Washington, worked ceaselessly to secure first contracts with KP and achieved them with 52,000 Alliance members standing behind them in solidarity.



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4

**Align benefits to national standard:** Continuing a long-time commitment to equal benefits for all Alliance members, we were able to bring local union benefits closer to the Alliance national standards in areas where they lag. Retiree medical for KP Washington members increases from \$350 per year of service to \$1,000 per year of service. The out-of-pocket maximum for Mid-Atlantic union members decreased from \$3,500 to \$1,500 for an individual. For families, the out-of-pocket maximum decreased from \$9,400 to \$3,000. In Hawaii, copays will be lowered from \$15 to \$10.

5

**Wage Equity for the Inland Empire and Kern County:** Alliance unions stood together with USW Local 7600, Teamsters Local 166, and UFCW 770 to pressure KP to reduce the long-standing wage gap between our members in the Inland Empire/Kern and LA/OC area. Under the TA, the impacted unions and management will jointly determine the allocation of wage scale adjustments through local bargaining. The estimated value is over \$14.8 million for wage scale adjustments in 2022 and 2023.

6

**More money for Ben Hudnall educational fund:** We won an additional \$15 million for Ben Hudnall Memorial Trust to protect our educational benefits and advance our careers.

7

**Preserve our PSP with increased focus on affordability:** As part of this new agreement, we'll keep the Performance Sharing Program (PSP) intact, and two-thirds of the annual bonus will be tied to joint initiatives for cost saving, beginning in 2023. This allows us to be at the table when considering how to address affordability.



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8

**Joint Affordability Task Force:** In accordance with the original vision of partnership, we will work together to find ways to reduce overall costs and increase affordability for KP members—with mutual agreement required to implement.

9

**Patient and worker safety:** The subcommittee on patient and worker safety reached a consensus on adding language to the National Agreement on Just Culture, a recognition program for reporting near misses, identifying and developing a communication process for emergency preparedness, and updating prevention of workplace violence. The group also recommended the creation of a National Health, Safety, and Well-Being Committee to ensure that Just Culture and Psychological Safety are integrated into current work streams.

10

**Better, faster resolution of disputes:** Resolving disputes in a timely manner has been a partnership challenge. The new language replaces several processes with a single, improved process to resolve disputes faster with improved partnership and fact-finding. There will be guidelines and training for all parties.

**What's next:** On Wednesday, November 17, the tentative agreement passed the Alliance Bargaining Delegate Conference by a vote of 96% to 4%. Now, the tentative agreement will go to every Local Union for review and approval by their membership in accordance with local union procedures. Follow up with your local union for more information.



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