

TENTATIVE AGREEMENT

LOCAL AND NATIONAL AGREEMENT WITH KAISER PERMANENTE
OCTOBER 1, 2023 - SEPTEMBER 30, 2027

RAISES

- **Raises healthcare worker pay by 21%** for all regions: 6% year one; 5% year two; 5% year three; 5% year four, retroactive to October 1.
- **\$1,500 ratification bonus** for all workers regardless of FTE

STAFFING

- **Continue all job security provisions, including protections against outsourcing and subcontracting. Defeated Kaiser attempt to outsource the Revenue Cycle.**
- 40% Increase to the **Education Fund** to provide education support, externships and preceptorship to help current employees promote into higher paid classifications.
- Commit to reducing **registry/travelers** and clarify that registry workers should not be used for day to day workflows.
- Continue discussions on **removing experience barriers** for more classifications.
- Eliminate duplicative **testing requirements**
- Triage team to handle **TALEO auto rejections** and get people reasons and support in successful bidding for promotions
- During a one year period following ratification, with exceptions for promotions and FTE increases, new hires and people who transfer will commit to their position for one year in order to **reduce internal churn** and get to outside hiring faster.
- **Mass hiring events** in every region with labor involvement.
- Allow up to \$1000 of our tuition reimbursement to be used for travel for courses and seminars.
- \$100 million in new investment in **Futuro Health** over the 4 year period to train healthcare workers of the future. Annual installments are tied to meeting goals on graduates. Futuro graduates will be given preference for hiring over equally qualified external candidates.
- To ensure the availability of sufficient **on-call workers** to cover absences and allow for use of paid time off, on-call employees will be required to submit a minimum number of available shifts per month (no more than 10), including a minimum number of weekend days per month (no more than 4) which will include a minimum number of designated holidays per year (no more than 2).

TENTATIVE AGREEMENT

LOCAL AND NATIONAL AGREEMENT WITH KAISER PERMANENTE
OCTOBER 1, 2023 - SEPTEMBER 30, 2027

PSP

- Our 2023 PSP, which will pay out in March 2024, will have a **guaranteed minimum of \$1500** (pro-rated for part time)
- If Kaiser **fails** to meet financial goals, members will be paid **\$300 per each labor goal met** (up to \$1,200 for four labor goals).
- If Kaiser **meets** financial goals, members will be paid **\$700 per each labor goal met** (total potential payout of \$2,800).
- If Kaiser **strongly exceeds** financial goals, members will be paid **\$950 per each labor goal met** (total potential payout of \$3,750).
- **PSP goals are now standardized** and remain the same every year:
 1. Patient Survey Scores
 2. Patient Flu Vaccination Rates
 3. Patient Blood Pressure Rates
 4. Attendance
- When calculating attendance, protected leaves (jury duty, FMLA, workers compensation, CESLA), education leave, life balance days (SoCal), and union leave will not count against our attendance goals.

RETIREE MEDICAL

- For the Post-2028 retiree medical plan, **25% increase** in Health Reimbursement Account (HRA) contributions for \$2000 per year of service to **\$2500 per year** of service.
- **50% increase** in additional infusion into HRA at age 85 from \$10,000 into **\$15,000**
- Allow premium subsidy to be used for any non-zero premium KPSA plan in the region, not only the lowest cost plan.
- Full inclusion of our Coalition Partners in Washington State in our retiree medical plan.

TENTATIVE AGREEMENT

LOCAL AND NATIONAL AGREEMENT WITH KAISER PERMANENTE
OCTOBER 1, 2023 - SEPTEMBER 30, 2027

DIFFERENTIALS

- Raise PM differential to \$2.00; Raise night differential to \$3.25
(No change to Moreno Valley or NorCal Dietician differentials.)

MINIMUM WAGE

- **6/1/2024**- \$23/hour
- **6/1/2025**- \$24/hour
- **6/1/2026**- \$25/hour

For any classification that has a starting wage below the minimum on June 1, the entire scale will go up the percentage it takes to raise the starting wage to the minimum.

REMOTE WORKERS

- If Kaiser wants remote workers to return to facility work, they must provide 60 days notice and bargain with the union.
- For those who have been remote for more than 5 years and are unable to return, they will have a 90 day extension of remote work during which they can spend half of their scheduled time with pay pursuing alternative positions.
- Remote workers' monthly reimbursement will increase to \$50 for work internet usage, and \$20 for phone usage.

SONOGRAPHER SAFETY

Regional Sonographer Safety Committee established to reduce Sonographer injuries by:

- Creating guidelines for working with obese patients, urgent and late appointments, portable exams and mobility challenged patients.
- Improving the Sonographer staffing pipeline by supporting clinical education of Sonographer 1, creating a new Trainee job description for pre-licensed students and improved mentorship and training of trainees.
- Review standardizing appointment times for different types of exams.
- Evaluate the need for additional staff. Escalation process with appeal to a neutral arbitrator to ensure process is followed.

TENTATIVE AGREEMENT

LOCAL AND NATIONAL AGREEMENT WITH KAISER PERMANENTE
OCTOBER 1, 2023 - SEPTEMBER 30, 2027

DEFEATED TAKEAWAYS

- Kaiser wanted to make it easier to fire people on medical leave with debilitating illnesses and injuries. **We defeated this proposal.**
- Kaiser wanted to eliminate the ability to use Paid Time Off taken during the week to count towards overtime calculations. **We defeated this proposal.**
- Kaiser wanted to limit the ability of union stewards to confer with members during work hours. **We defeated this proposal.**
- Kaiser wanted to eliminate our ability to negotiate over bilingual designation positions. **We defeated this proposal.**
- Kaiser wanted to eliminate our ability to negotiate over job descriptions. **We defeated this proposal.**

LEGAL ISSUES

- Full amnesty with no retaliation against any union or individual who participated in the strike.
- Kaiser withdraws lawsuits filed against SEIU-UHW and two other unions over the 2021 sympathy strike with the Stationary Engineers. Unions will withdraw bargaining-related Unfair Labor Practice charges filed against Kaiser.

MISCELLANEOUS

- Neither Union nor Employer will unreasonably delay scheduling meetings to bargain job description changes.
- Probationary period for new hires increased from 90 to 120 days. For 20 hour or less employees, probation increased from 300 to 400 hours or 120 days, whichever comes later.
- Language from National Agreement on attendance philosophy reiterated in Local Agreement.
- Improved dispute resolution process for disagreements over the terms of the National Agreement.
- Increase Kaiser's contribution to the Labor Management Partnership Trust Fund from \$6 million to \$8 million per year, and increase it annually by 2% with an additional one time contribution of \$2 million.