

THE SEIU 49 2023 KAISER BARGAINING TEAM RECOMMENDS A YES VOTE.



LOCAL AGREEMENT

BETWEEN SEIU LOCAL 49 AND KAISER PERMANENTE

NATIONAL AGREEMENT

BETWEEN THE COALITION OF KAISER PERMANENTE UNIONS AND KAISER PERMANENTE

LOCAL AGREEMENT DURATION:

OCT. 1, 2023 TO SEPT. 30, 2027

NATIONAL AGREEMENT DURATION:

OCT. 1, 2023 TO SEPT. 30, 2027

SEIU 49 HISTORIC KAISER CONTRACT TENTATIVE AGREEMENT SUMMARY

RATIFICATION BONUS

Guaranteed \$1,500 ratification bonus for ALL workers!

RAISES

Guaranteed annual increases each year for a total of 21% in wage increases: Won guaranteed annual across-the-board raises each year—the same as California & much more than what management wanted to give us!

October 2023 — 6%

October 2024 — 5%

October 2025 — 5%

October 2026 — 5%

MINIMUM WAGE

June 1, 2024 — \$21/hour

June 1, 2025 — \$22/hour

June 1, 2026 — \$23/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.

JOB SECURITY

Continue all job security provisions, including protections against outsourcing and subcontracting for all Coalition positions—including Revenue Cycle!

STAFFING

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 and clarify that registry is not used for day-to-day workflows.

Continue discussions on removing experience barriers for more classifications.

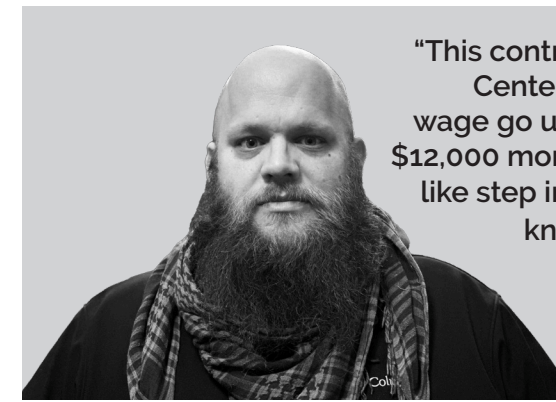
Eliminate duplicative testing requirements.

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.

\$100 million in new investment in Futuro Health over the 4-year period to train healthcare workers of the future with plans to expand nationally. Annual installments are tied to meeting goals on graduates. Futuro graduates will be given preference for hiring over equally qualified external candidates.



"This contract will make a dramatic change in my take-home pay. As a Call Center employee (PAS), by the end of this contract I will see my hourly wage go up by over \$6 an hour—not including any differentials. That's over \$12,000 more per year by the end of the contract and doesn't include things like step increases or the longevity differential that some may qualify for! I know these higher wages will help us retain our great co-workers."

—Jay Ogden
PATIENT ACCESS SPECIALIST, TRC

PSP BONUS

Our 2023 PSP, which will pay out in March 2024, will have a **guaranteed minimum of \$1500** (pro-rated for part time).

- Moving forward, 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).**

Remove protected leaves from being counted in our attendance goals.

REMOTE WORKERS

If remote workers are asked to return to facility work there will be 60 days notice, bargaining, and...

- If someone is 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.
- Those who have been remote for 5 years or more and are asked to return to the facility will have **90 days severance to train for a new remote position** if they can't make that transition.

Remote workers will also be reimbursed **\$50 for work internet usage** and **\$20 for phone usage.**

RETIREE MEDICAL

25% increase in Health Reimbursement Account (HRA) contributions from \$2,000 per year of service to \$2,500 per year of service sentence for anyone retiring on or after January 1, 2024.

50% increase in additional infusion into HRA at age 85 from \$10,000 into \$15,000.

Increased premium subsidy by 3% each year.

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!

LOCAL BARGAINING WINS!

- ✓ **Stopped Mandatory Floating!** Management wanted core employees to be used as replacement staff for a geographic area by adding two distinct job types under job posting "regular core" and "replacement pool" and maintained reasonable geographic areas. **We said no way!**
- ✓ **WON a consistent and clear streamlined process for department vacancy shuffle,** prior to an open position being posted in Taleo.
- ✓ **WON improvements to on-call availability** so that core employees can take time off and still provide flexibility for on-call employees.
- ✓ Memorialized MLK Jr. day as a paid holiday
- ✓ Extended all current Letters of Understanding (LOUs).

DIFFERENTIALS

Increased \$1.50 an hour for any evening shift where four or more hours are scheduled after 3pm.

Increased \$3.00 an hour for any night shift where four or more hours are scheduled after 11pm.

Increased \$1.25 an hour for lead pay.

NEW: \$1.50 an hour for weekend differential for all hours worked of four hours or more where majority of hours are scheduled between 12am Saturday and 11:59pm Sunday. This is in addition to the evening and night differentials.

NEW: \$1.00 for all hours worked in a Replacement Pool position which will include evening, night, and weekend differential!

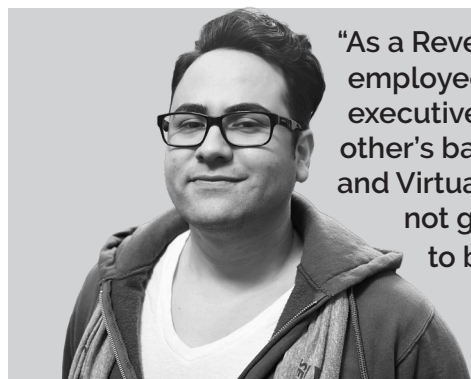
* **These differentials will be included in time-off pay for those regularly scheduled & overtime pay!!**

NEW: \$1.25 an hour Training Differential for the entirety of a shift that you are assigned training responsibilities.

Increased Longevity service differentials:

- 5 years: \$.25
- 10 years: \$.35
- 15 years: \$.45
- **New longevity step at 20 years: \$.55**

In addition, there will be an increased probationary period for new hires, a shortened grievance procedure for quicker resolution, and changes to return rights to build stability in staffing.



"As a Revenue Cycle employee, I was so scared that me and over 300 NW employees could lose the jobs we love through outsourcing. It was clear Kaiser executives wanted to get rid of us, but through our strike action and having each other's backs, we stopped outsourcing of Revenue Cycle, Laboratory, Call Centers, and Virtual Care! Keeping jobs is more valuable than any amount of money, but I'm not going to lie—I'm glad we won job security and a \$1500 bonus for all of us to be paid this November!"

—Keven Dardon
PATIENT ACCESS REPRESENTATIVE, SUNNYSIDE MEDICAL CENTER

"EVS workers are the foundation of our infection control and so important to us giving safe and quality care. None of us working in healthcare should have to work 60 hours a week to make ends meet, but that has been the reality for EVS and dietary workers making only around \$18 an hour. Our union is about making sure everyone in our union, no matter our job title or if we are Black, brown, or white, can make ends meet. This contract moves all our employees up to at least \$21/hour in June and to \$23/hour in a few years. I'm proud of how this contract pulls all of us up!"



—**Olivia Devers**
CERTIFIED NURSING ASSISTANT, SUNNYSIDE MEDICAL CENTER

INCREASED PAY FOR HARD-TO-FILL POSITIONS

Our bargaining team pushed hard for management to recognize all of our positions with additional pay. We were able to make some progress, but management would not agree to our proposal on additional top steps for all employees.

3% wage increase on all steps for the following positions:

- Licensed Practical Nurse (LPN) (1491, 1512, 4649, 4650, 4883, 4923, 4924, 5662)

• Ophthalmology Technician (4587, 4589, 1490, 3477)
5% wage increase at all steps for the following classifications:

- Dental Assistant (OR) (1486)
- Dental Assistant (WA) (3306)
- Dental Assistant (2404, 1479, 1530, 3990, 1492, 1493, 2397, 3222)

These wage increases are effective the first full pay period that begins 120 days after ratification. Such increases shall be in addition to and after any across-the-board wage adjustments (ATBs).

The following charts* show examples of the kinds of wage adjustments the hard-to-fill positions will see in the first and last years of the contract:

Dental Asst	CURRENT	NEW	INCREASE PER HOUR	INCREASE PER FIRST YEAR	% INCREASE FIRST YEAR	FINAL YEAR OF NEW CONTRACT	INCREASE PER HOUR	INCREASE PER FINAL YEAR	% INCREASE FINAL YEAR
STEP 1	\$21.70	\$24.15	\$2.45	\$5,096.00	11.29%	\$27.96	\$6.26	\$13,020.80	28.85%
STEP 2	\$22.05	\$24.54	\$2.49	\$5,179.20	11.29%	\$28.41	\$6.36	\$13,228.80	28.84%
STEP 3	\$22.47	\$25.01	\$2.54	\$5,283.20	11.30%	\$28.95	\$6.48	\$13,478.40	28.84%
STEP 4	\$23.37	\$26.01	\$2.64	\$5,491.20	11.30%	\$30.11	\$6.74	\$14,019.20	28.84%
STEP 5	\$24.56	\$27.33	\$2.77	\$5,761.60	11.28%	\$31.65	\$7.09	\$14,747.20	28.87%
STEP 6	\$25.74	\$28.64	\$2.90	\$6,032.00	11.27%	\$33.15	\$7.41	\$15,412.80	28.79%
STEP 7	\$27.01	\$30.06	\$3.05	\$6,344.00	11.29%	\$34.80	\$7.79	\$16,203.20	28.84%



"Dental employees have shown our flexibility and commitment throughout the pandemic. We are so exhausted and tired of our patients not getting access to care because we don't have enough staff due to our wages being lower than our competitors. Dental Assistants (EFDA) will see \$6/hour to almost \$8/hour increases on average in our base pay during this contract. I hope that helps us keep our incredible dental team and recruit more staff so our patients can get the care they need!"

—**Audrey Cardenas Loera**
BENEFITS SPECIALIST, TANASBOURNE DENTAL

Medical Asst	CURRENT	NEW	INCREASE PER HOUR	INCREASE PER FIRST YEAR	% INCREASE FIRST YEAR	FINAL YEAR OF NEW CONTRACT	INCREASE PER HOUR	INCREASE PER FINAL YEAR	% INCREASE FINAL YEAR
STEP 1	\$22.43	\$24.91	\$2.48	\$5,158.40	11.06%	\$28.84	\$6.41	\$13,332.80	28.58%
STEP 2	\$22.89	\$25.52	\$2.63	\$5,470.40	11.49%	\$29.55	\$6.66	\$13,852.80	29.10%
STEP 3	\$23.30	\$26.15	\$2.85	\$5,928.00	12.23%	\$30.27	\$6.97	\$14,497.60	29.91%
STEP 4	\$24.15	\$26.82	\$2.67	\$5,553.60	11.06%	\$31.05	\$6.90	\$14,352.00	28.57%
STEP 5	\$25.07	\$27.50	\$2.43	\$5,054.40	9.69%	\$31.84	\$6.77	\$14,081.60	27.00%
STEP 6	\$26.10	\$28.22	\$2.12	\$4,409.60	8.12%	\$32.67	\$6.57	\$13,665.60	25.17%
STEP 7	\$27.32	\$29.21	\$1.89	\$3,931.20	6.92%	\$33.81	\$6.49	\$13,499.20	23.76%

CNA	CURRENT	NEW	INCREASE PER HOUR	INCREASE PER FIRST YEAR	% INCREASE FIRST YEAR	FINAL YEAR OF NEW CONTRACT	INCREASE PER HOUR	INCREASE PER FINAL YEAR	% INCREASE FINAL YEAR
STEP 1	\$20.27	\$22.88	\$2.61	\$5,428.80	12.88%	\$26.48	\$6.21	\$12,916.80	30.64%
STEP 2	\$20.86	\$23.45	\$2.59	\$5,387.20	12.42%	\$27.14	\$6.28	\$13,062.40	30.11%
STEP 3	\$21.27	\$24.04	\$2.77	\$5,761.60	13.02%	\$27.83	\$6.56	\$13,644.80	30.84%
STEP 4	\$22.21	\$24.66	\$2.45	\$5,096.00	11.03%	\$28.54	\$6.33	\$13,166.40	28.50%
STEP 5	\$23.13	\$25.30	\$2.17	\$4,513.60	9.38%	\$29.30	\$6.17	\$12,833.60	26.68%
STEP 6	\$24.12	\$25.96	\$1.84	\$3,827.20	7.63%	\$30.05	\$5.93	\$12,334.40	24.59%
STEP 7	\$25.12	\$26.88	\$1.76	\$3,660.80	7.01%	\$31.11	\$5.99	\$12,459.20	23.85%

LPN	CURRENT	NEW	INCREASE PER HOUR	INCREASE PER FIRST YEAR	% INCREASE FIRST YEAR	FINAL YEAR OF NEW CONTRACT	INCREASE PER HOUR	INCREASE PER FINAL YEAR	% INCREASE FINAL YEAR
STEP 1	\$25.42	\$27.76	\$2.34	\$4,867.20	9.21%	\$32.14	\$6.72	\$13,977.60	26.44%
STEP 2	\$26.76	\$29.22	\$2.46	\$5,116.80	9.19%	\$33.82	\$7.06	\$14,684.80	26.38%
STEP 3	\$27.43	\$29.95	\$2.52	\$5,241.60	9.19%	\$34.67	\$7.24	\$15,059.20	26.39%
STEP 4	\$28.12	\$30.70	\$2.58	\$5,366.40	9.17%	\$35.54	\$7.42	\$15,433.60	26.39%
STEP 5	\$28.81	\$31.46	\$2.65	\$5,512.00	9.20%	\$36.41	\$7.60	\$15,808.00	26.38%
STEP 6	\$29.65	\$32.37	\$2.72	\$5,657.60	9.17%	\$37.47	\$7.82	\$16,265.60	26.37%
STEP 7	\$30.40	\$33.19	\$2.79	\$5,803.20	9.18%	\$38.42	\$8.02	\$16,681.60	26.38%
STEP 8	\$31.20	\$34.06	\$2.86	\$5,948.80	9.17%	\$39.43	\$8.23	\$17,118.40	26.38%
STEP 9	\$32.45	\$35.43	\$2.98	\$6,198.40	9.18%	\$41.01	\$8.56	\$17,804.80	26.38%
STEP 10	\$33.52	\$36.60	\$3.08	\$6,406.40	9.19%	\$42.37	\$8.85	\$18,408.00	26.40%

* not including longevity differentials