



What People Want to Know

The rights and benefits that we have now under the expired contract are better than Kaiser’s proposals. The middle column is what we currently have under the expired contract. The last column is Kaiser’s proposed packaged deal. **If we accept their proposal, we accept it in its entirety.**

Issue	Local 5 Current Contract	Kaiser Proposal
Wages	Local 5 proposal: 3.5% per year	3 YEAR WAGE FREEZE 2% increase first year after ratification, 1% each year after that
Retroactive Pay	Local 5 proposal: Full retroactive pay	\$1200 ratification bonus to “eligible” employees. NO RETRO PAY
Health Coverage	You have a choice of providers... Kaiser or HMA	Kaiser wants new hires to not have a choice. They can only have Kaiser.
Pensions	All employees are automatically enrolled in the guaranteed Kaiser Pension Plan	Effective Jan 1, 2017 there are no new entrants into the plan. Instead they will have a DCP plan which is very similar to a 401K. Current employees shall continue to participate in the pension plan
Credited Year of Service	1800 hours = a year of credited service for calculating pension and other benefits that you may be eligible for	2000 hours = a year of credited service for calculating pension and other benefits that you may be eligible for
TSA	The Employer contributes a 50% match on the dollar up to 3% of the employee’s eligible gross earnings	The Employer contributes a 50% match on the dollar up to 2% of the employee’s eligible gross earnings

Remember, Kaiser’s proposals are a **package deal**. It’s all or none. You can’t pick and choose. Once you give up what you have, you know that Kaiser will come back for more. **Ask yourself... do you want the takeaways that Kaiser is proposing?**

In Solidarity We Win!

Any questions, see or call your committee leader on property or your organizer at 941-2141

Also visit us at unitehere5.org