

Summary of Agreement
Alliance of Health Care Unions/UNITE HERE! Local 5 and Kaiser Permanente

- **Duration**-4 years, Local and National
- **Health and Welfare Improvements** – maintain fully paid (no monthly co-share of premiums) medical for duration of contract. Kaiser’s contribution to the Trust increases to: 1) monthly premium plus 2) \$388 per month per employee effective January 1, 2022, then up to \$400 per month per employee effective January 1, 2025. These increases should allow our fund to consider adding benefits like Chiropractic, Acupuncture, and/or Massage. We will see what is possible with a target date of January 2022.

Co-pays adjusted as follows:

	Current	1/2022
Office visit	\$15	\$10
Outpatient Lab, x-ray	\$15	\$0
Inpatient Lab, x-ray	\$0	\$0
ER co-pay	\$30	\$50
Inpatient	\$0	\$100 fee per admission
Rx (generic)	\$12	\$5
Ambulance	20% covered	100% covered
DME (except diabetic equipment)	Not covered	100% covered
Annual out of pocket maximums	Single/Family \$2000/\$6000	Single/Family \$1500/\$3000

For the complete list of the plan design changes, ask your organizer

- **Across the board (ATB) Wage Increases**

Oct 1, 2021	Oct 1, 2022	Oct 1, 2023	Oct 1, 2024
3%	3%	2% + 2% bonus	2% + 2% bonus

- **Upgrades**- All LPN levels 5%, All Surgical Tech levels 7%, effective the same date as the first ATB raise 10/2021. Process agreement to audit up to 10 more classifications for possible upgrade. Hard to fill positions are a priority.
- **Subcontracting**-Improved our language so that the Employer must give 30-day notice and discuss alternatives prior to signing any subcontract, regardless of the length of the subcontract. Also added language we can use to hold the Employer accountable to using it’s, “best efforts” to avoid subcontracting.

- **Company Closure Days**-Remove Admissions and Columbus Day from the closure day list. They both become regular workdays. In addition to allowing workers to use vacation, leave without pay, or work, if it is available, on the remaining closure days (MLK, Veterans, the day after Thanksgiving), the Union and the Employer may use these days to offer mutually agreed to paid Labor Management Partnership (LMP) trainings.
- **Bereavement Leave**- Change from 3 days of paid Funeral leave to Bereavement leave. You need not use it consecutively or in conjunction with a funeral service. Add the following to the current list of those you can take bereavement leave for:

Stepparent In-Law, individual who stood in loco parentis to the Employee when the Employee was a child, Legal Ward, Foster Child, Adopted Child, Daughter In-Law, Stepdaughter In-Law
 Son In-Law, Stepson In-Law, Sister In-Law, Stepsister In-Law
 Brother In-Law, Stepbrother In-Law, Step Grandparent, Step Grandchild, Relative living in the same household as the Employee

Allow 5-days of paid leave if traveling more than 300 miles for a service.

- **Parking**- Those who work at the Regional offices will have their parking fees reduced so that they will not pay more than \$30 per month.
- **Emergency Leave**- Increase from 2 weeks to 4 weeks.
- **Grievance Procedure**- change so that the Employer must respond in writing to accept or deny a remedy after the grievance hearing is held, not before.
- **Work Week defined**- change to match practice, work week is from 7:01am on Sunday to 7:00am the following Sunday.
- **Tuition Reimbursement**- change travel reimbursement limit from \$500 to \$750 to match practice.

National Agreement (applicable to all Regions)

Staffing/Backfill/Travelers-

- New language to foster greater transparency and more consistent engagement and partnership around the issues of staffing, budgets and backfill.
- Regional Labor-Management Staffing Committees to meet monthly to discuss a broad range of staffing topics, including vacancies, hard-to-fill positions, traveler, and registry usage.
- Monthly review of all vacated and modified positions at the unit and department level.
- First time the National Agreement specifically commits a mutual interest in reducing traveler/registry positions, as well as limits to length of traveler assignments.

Racial Justice-

- Training for hiring managers and interview panelists.
- Add racial justice and EID into all job descriptions and postings.
- Identify job roles where the workforce lacks diversity and support mobility into those jobs.
- Ensure staff reflect the diverse communities they serve.
- Eliminate bias from promotion and hiring practices by supporting internal candidates through BHMT education programs, providing opportunities to gain exposure to other jobs and identifying situations where employees are bypassed or prevented from promotion.

Patient & Worker Safety-

- Update the current Total Health section to include psychological safety and mental health.
- Create a national committee to address psychological safety and Just Culture; and improve integration/collaboration across KP.
- Update the NA with the KP Well-Being Model that includes a holistic view of health.
- Address mental health challenges and pandemic-related PTSD
- 24x7 EAP line made permanent, and promote with LMP
- Commitment to supporting psychological safety and mental health and well-being of union members

Problem and Dispute Resolution-

- Strengthened IR process in all regions by putting resources into solving problems at the level at which they arise.
- Make facilitation available in all Regions
- Create tools and training and annual refreshers for Issue Resolution
- Updated and streamlined Dispute Resolution Process by replacing Sections 1L2 and 2C with new Section 3D language. Holds management accountable to timelines and resolution

Other Economics-

- **Ben Hudnall Memorial Trust** gets \$15 million one-time additional contribution to maintain current programs and expand programs to meet future workforce needs.
- **Valuing Contributions of Immigrants** Reimbursement for cost of citizenship application and a paid holiday to celebrate employee's citizenship ceremony.

Affordability and Competitiveness Taskforce-

- Approach KP's challenges strategically and jointly
- Share information
- Study issues together
- Opposite of the unilateral management process that led to the two-tier fight

PSP Plan Changes-

- Affordability goal increased from 20% to 67%
- Attendance, Quality, Service, Safety, remain in PSP at reduced percentage
- 33% of PSP will be allocated among these four goals through regional discussions

LMP Funding-

- KP will continue to contribute \$8 million annually to the KP-Alliance LMP Trust, with an additional \$1 million one-time contribution, and KP will contribute an additional 2% per year.

Grievance Arbitrability-

- In all Alliance local bargaining units, grievances that have arisen since expiration of the applicable collective bargaining agreements shall be deemed retroactively governed by the renewed contracts, provided the grievances were timely filed and otherwise arbitrable.
- National Agreement disputes previously submitted and currently pending are not subject to the timelines outlined in the revised dispute resolution process of the 2021 Alliance National Agreement.