







WHERE WE STAND ON SIX KEY ISSUES

UNITED FOR
BEST JOBS
BEST CARE

| | TOPIC | ALLIANCE PROPOSAL | KAISER PERMANENTE PROPOSAL |
|---|---|--|---|
| 1 | ACROSS-THE-BOARD WAGE INCREASES  | 4% October 1, 2021 (all regions) 4% October 1, 2022 (all regions) 4% October 1, 2023 (all regions) | 1% October 1, 2021 + and 1% bonus (0.5% for HI /GA) 1% October 1, 2022 + and 1% bonus (0.5% for HI /GA) 1% October 1, 2023 + and 1% bonus (0.5% for HI /GA) |
| 2 | TWO-TIER WAGE STRUCTURE Permanently lower wage scales for all employees hired after 1/1/2023  | TAKEAWAY REJECTED Alliance opposes a two-tier system as unfair and divisive. It would exacerbate the crisis in staffing, worker shortages, patient care, and morale. | TAKEAWAY: <ul style="list-style-type: none"> - Dramatically lower wage scales, benchmarked to a false competitor market. - Pay cut by 26% or more from current levels and reduce the number of steps. - Inconsistent wage rates based on work location within the same region. - New hires get lower PSP payout and NO 1% 401(K) CONTRIBUTION when financial target is met. |
| 3 | STAFFING AND PATIENT CARE  | + Share staffing information with staffing committees and UBTs; collaborate with labor on position control, recruitment, and budget development. Improve retention and patient care by restricting travelers, creating seasonal fluctuating positions. | REJECTED. Instead, KP stonewalled during subcommittee sessions not taking the pandemic or our patients seriously |
| 4 | WAGE JUSTICE  | + Consistent pay scales across SCAL for all job classifications to correct for low-wage jobs paid less in Kern, San Bernardino, and Riverside counties. | REJECTED. Instead, KP proposes to lower wages even further in Riverside, San Bernardino, and Kern in 2023 based on new two-tier scales, making the gap even wider. |
| 5 | TUITION REIMBURSEMENT  | + Increase tuition reimbursement from current \$3,000 to new IRS limit of \$5,250 and include eligibility for license/certification expenses. | NO RESPONSE |
| 6 | STUDENT LOAN REPAYMENT ASSISTANCE  | + Provide up to \$5,250 annually and tax-free to assist with student loan repayment, under new federal law. | NO RESPONSE |

For more detail on these and other bargaining topics, see <https://qrco.de/KP-AHCU-Proposals>.



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