

Our new 4-year Tentative Agreement protects good middle-class jobs, ensures first-rate patient care, and restores a true Labor Management Partnership

Across the Board Raises

Oct. 1, 2019	3%
Oct. 1,2020	3%
Oct. 1, 2021	3%
Oct. 1, 2022	3%

Wage Rates
Stay the same —for us and for new hires.



PSP Bonus

Maintained annual PSP Bonus

Kaiser and Unions work in partnership to improve attendance.

Attendance will have more weight in PSP bonus.

Maintain option for "Line of Sight" agreements allowing for more narrowed focus of targets specific to each bargaining unit

Healthcare Benefits

Fully-paid family coverage

\$5 copays for office visits

Prescriptions

For life of contract, \$5 copays for:

- all mail order prescriptions
- first-time prescriptions
- prescriptions not available by mail order

Starting in 2021, copays for refillprescriptions filled at a pharmacy would increase to \$10. They will remain at that level if Coalition unions meet modest goals in increasing mail order usage.

Retirement Benefits

Pensions and retiree medical coverage

stay the same for us and for new hires.

New Home Health Therapy
members secured same Retiree
Medical Benefits and comparable
pension benefits as rest of CKPU

Protections Against Outsourcing

Complete ban on subcontracting of jobs that are performed on-site in a Kaiser facility.

Stronger protections on outsourcing for jobs performed off-site, including Home Health and Lab





to the Ben Hudnall Trust

Local Agreements

Laboratory:

- New MLT Longevity Steps at 7 years, 10 years, and 15 years
- Increased Shift Differentials to 10% (evening shift)/15% (night shift) above Step 1 of current wage scale
- No reduction in step/Kaiser tenure credit when promoted to CLS Supervisor

Genetics:

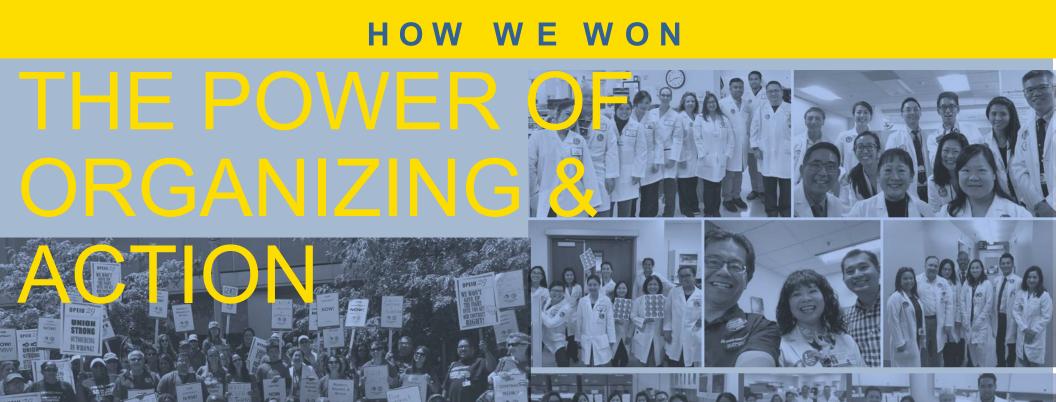
- Agreed to review tele commute protocol and professional wages
- Additional discussion to be held on adding holidays

Optometry:

 No changes to the Local Agreement, locks in all existing benefits for four more years

Home Health Therapy:

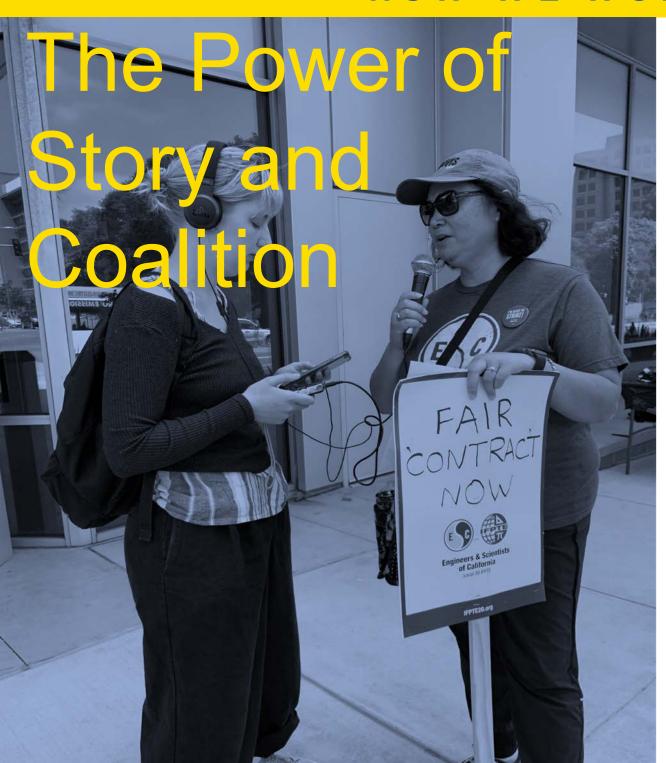
- Wages scales with automatic, annual movement until employees reach the top step
- Secured medical and retirement benefits comparable to other CKPU union members, including return of retiree health benefits
- Predictive Guidelines to ensure reasonable workloads





95% Ready to Sympathy Strike

HOW WE WON



Local and National News Coverage

KeepThriveAlive.org

Power of 80,000 CKPU Members

Support from CLC and State Federation of Labor

Worked with patients and community groups

Power

Political We passed new state laws **SB 343**

Increases transparency for Kaiser workers and patients.

Requires Kaiser to report revenues and expenses for each hospital and explain rate increases.

Received broad support from unions, consumer groups, and healthcare purchasers.

AB 334

Created a career pathway for MLTs to more easily become CLSs thereby reducing laboratory staffing backlog without weakening scope of practice or deskilling CLS work

Political Power

Inspired allies to stand with us to get Kaiser back on track

32 U.S. Senators and Members of Congress

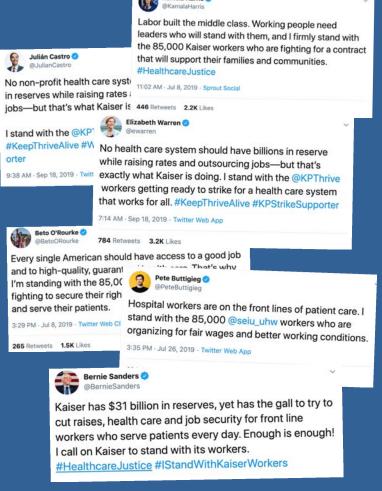
103 State Elected Officials

72 City and County Officials

96 Labor and CommunityOrganizations

Faith Leaders and Congregations

6 Presidential Candidates



Let's Bring It Home

- 1. Vote YES to protect our families and patients and to restore the Partnership.
- 2. Drive LMP to Work for Union Members: Stay active and engaged (UBTs)
- 3. LEAP: Making strong allies who will stand with us.

