

**LOCAL AGREEMENT**  
BETWEEN ESC LOCAL 20 IFPTE  
AND KAISER PERMANENTE

**NATIONAL AGREEMENT**  
BETWEEN THE COALITION OF KAISER PERMANENTE  
UNIONS AND KAISER PERMANENTE  
**DURATION: OCT 1, 2019 TO SEPT 30, 2023**

Full Text of Tentative Agreements can be found at [www.ifpte20.org/2019KPAgreements](http://www.ifpte20.org/2019KPAgreements)

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**THE ESC LOCAL 20 IFPTE 2019 KAISER NATIONAL  
BARGAINING TEAM RECOMMENDS A YES VOTE.**  
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**WAGE INCREASES**

October 2019 — 3%

October 2020 — 3%

October 2021 — 3%

October 2022 — 3%

No reduction in starting wages for future employees.

Longevity Steps for Medical Lab Technicians.

Increased Shift Differential for ESC Local 20 Lab Professionals.

**RETIREMENT BENEFITS**

No change to pension or retiree medical benefits for current or future employees.

Home Health Therapists will be covered by the same Retiree Medical Benefits as the rest of the CKPU and transition to comparable pension benefits in 2023.

## HEALTH BENEFITS

**Maintains fully-paid family health coverage.**  
**Maintains \$5 copay for doctor visits.**

**Maintains \$5 copay for mail order prescriptions, first-time prescriptions, and prescriptions for which mail order is not available.**

**There will be no decrease in the amount of days the prescription is for.**

During 2020, the Coalition and KP will work together on a joint education campaign to help employees understand how the mail order program works (including the convenience of ordering refills from your phone).

On January 1, 2021, in-person prescription refill copays that are available through mail order will increase to \$10. We will work to get mail order prescriptions to be at least 30% of all Coalition employee prescriptions by July 1, 2022. If we are not successful, in-person prescription refill copays that are available through mail order will increase to \$15. We will work to get mail order prescriptions to be at least 40% of all Coalition employee prescriptions by July 1, 2023. If we are not successful, in-person prescription refill copays that are available through mail order will increase to \$20.

**All members should be able to maintain \$5 prescription copays if we use the mail order program where possible.**

## JOB SECURITY

**Maintains income security agreement** that guarantees one year of income in case of position elimination and guarantees Kaiser will make an effort to place an employee in another position within Kaiser at an equal or greater rate of pay.

**Kaiser will not subcontract (bring in an outside company to do the work) existing jobs and functions performed by Coalition represented employees at any KP campus or facility during the term of the agreement** (does not apply to work already subcontracted).

In addition, **Kaiser will not subcontract the following functions whether or not they will be performed at a KP campus or facility:** *Laboratory, Home Health, Revenue Cycle, Medical Records, Medical Coding, Patient Billing, Call Centers, Virtual Visits, and Pharmacy.*

**We will partner with Kaiser to improve efficiency and quality to avoid subcontracting being considered.** Kaiser may pursue outsourcing of functions not in the previously mentioned categories that will not be performed at KP facilities if they meet certain criteria and where labor costs are not a factor in the decision to outsource, subject to the presumption against outsourcing and a dispute resolution process.

There will be a process for considering insourcing work that has already been outsourced.

**Northern California facilities that currently use KP employees for Gardener work will continue to do so.**

Workers affected by the Pharmacy Warehouse outsourcing will have their wages and hours protected for the four years of this agreement as they transition into other KP jobs.

## TUITION REIMBURSEMENT & PROMOTIONS

Employees will be able to be reimbursed up to \$750 of their total tuition reimbursement allotment for travel and lodging for courses, workshops, seminars and professional conferences for continuing education (up from \$500).

No employee will receive a pay reduction as a result of being placed in a new position.

## WORKFORCE OF THE FUTURE & BEN HUDNALL TRUST

We will form a joint committee with Kaiser to formulate plans to prepare and develop the KP workforce for a future of technological change. The committee will work to make sure changes in technology are accomplished with minimal job loss, good training for workers and human judgment and compassion.

The committee will begin meeting in 2020 and will issue an annual report each year starting in October 2020.

Kaiser will contribute \$1 Million to the Ben Hudnall Trust in addition to all other typical contributions. These contributions will be for the purpose of enhanced training benefits.

## BONUSES

**The annual PSP bonus will continue.**

The parties will work together towards a goal of improving attendance (excluding vacations, by 2% per year). This does not change anyone's individual leave accruals or rights.

Beginning in 2020, for PSP bonuses paid in 2021 and beyond, attendance will be 25% of the goal. 10% will be for the Coalition

submitting a plan to improve attendance and 15% will be for reaching a goal of a 2% overall reduction in non-vacation absenteeism (½ day per year).

**Local "Line of Sight" agreements (made by bargaining unit) remain an option.**

**The Total Health Incentive Program will be discontinued.**

## CONTRACT SPECIALISTS

There will be more Contract Specialists to assist in resolving workplace issues. The ratio will go from 1 Contract Specialist for every 1,500 members to 1 for every 1,200 members.

## STRONGER LABOR-MANAGEMENT PARTNERSHIP

**There will be a focus on improving education and training of workers and managers on the principles and processes of the Partnership.**

**Our National Agreement will have a stronger, faster process for resolving disputes.** There is a 120-day maximum timeline to the process (previously it could go on indefinitely). Either party can advance a dispute to the next steps after 30 days (previously management could stall indefinitely). An arbitrator will be pre-scheduled so that he/she will be available for final resolution of disputes.

Kaiser will contribute \$6 million a year to the Labor Management Partnership.

**When new groups of Kaiser workers join Coalition Unions, they will convert to**

**existing contractual provisions.**

New Employee Orientation (NEO) with the union will now be mandatory for new employees and will be a minimum of 1 hour (up from 30 minutes). The Employer and the Union will provide a positive image of each other in the NEO.

Kaiser and the Coalition unions will not pursue, sponsor or support legislation or ballot initiatives that are specifically targeted at and the primary purpose of which is to harm a member of the other party. **There are no other restrictions on the right to protest, speak out, or engage politically.**

The union will withdraw unfair labor practices charges against Kaiser.

The Coalition and Kaiser will work together to improve employee attendance overall.

## 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

*\*final TAs confirmed in National Agreement*

### Genetics:

Commitment to review possibility of standardizing tele commute protocol

Additional discussion to be held on adding holidays and reviewing professional wages

### Optometry:

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

### Home Health Therapy:

**Wage 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

*Many more details available at [www.ifpte20.org/2019KPAgreements](http://www.ifpte20.org/2019KPAgreements)*