

SUMMARY OF CKPU NATIONAL AGREEMENT  
OCTOBER 12, 2023

# TENTATIVE AGREEMENT

## RAISES

- For ALL regions:

10/1/2023	10/1/2024	10/1/2025	10/1/2026
6%	5%	5%	5%

- \$1,500 one-time ratification bonus for all workers.

## MINIMUM WAGE

	6/1/2024	6/1/2025	6/1/2026
CA	\$23/hour	\$24/hour	\$25/hour
Regions Outside CA	\$21/hour	\$22/hour	\$23/hour

For any classification that has a starting wage below the minimum on June 1, the entire scale will go up the percentage it takes to raise the starting wage to the minimum.

## PSP

- Our 2023 PSP, which will pay out in March 2024, will have a guaranteed minimum of \$1500 (pro-rated for part time)
- Moving forward, if Kaiser fails to meet financial goals, members will be paid \$300 per each labor goal met (up to \$1,200 for four labor goals).
- If Kaiser meets financial goals, members will be paid \$700 per each labor goal met (total potential payout of \$2,800).
- If Kaiser strongly exceeds financial goals, members will be paid \$950 per each labor goal met (total potential payout of \$3,750).
- Remove protected leaves from being counted in our attendance goals.

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## STAFFING

- 40% Increase to the Education Fund to provide education support, externships and preceptorship to help current employees promote into higher paid classifications.
- Commit to reducing registry and clarify that registry is not used for day to day workflows.
- Continue discussions on removing experience barriers for more classifications.
- Eliminate duplicative testing requirements
- Triage team to handle TALEO auto rejections and get people reasons and support in successful bidding for promotions
- During a one year period following ratification, with exceptions for promotions and FTE increases, new hires and people who transfer will commit to their position for one year in order to reduce internal churn and get to outside hiring faster.
- Mass hiring events in every region with labor involvement.
- \$100 million in new investment in Futuro Health over the 4 year period to train healthcare workers of the future with plans to expand nationally. Annual installments are tied to meeting goals on graduates. Futuro graduates will be given preference for hiring over equally qualified external candidates.

## JOB SECURITY

- Continue all job security provisions, including protections against outsourcing and subcontracting for all coalition positions, including revenue cycle

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## REMOTE WORKERS

- If remote workers are asked to return to facility work there will be 60 days notice, bargaining and
- If someone is unable to return they will have a 90 day extension of remote work during which they can spend half of their scheduled time with pay pursuing alternative positions.
- Those who have been remote for 5 years or more and are asked to return to the facility will have 90 days severance to train for a new remote position if they can't make that transition.
- Remote workers will also be reimbursed \$50 for work internet usage, and \$20 for phone usage.

## RETIREE MEDICAL

- For the Post-2028 retiree medical plan, 25% increase in Health Reimbursement Account (HRA) contributions for \$2000 per year of service to \$2500 per year of service.
- 50% increase in additional infusion into HRA at age 85 from \$10,000 into \$15,000
- Increased premium subsidy by 3% each year
- Allow premium subsidy to be used for any non-zero premium KPSA plan in the region, not only the lowest cost plan.
- Full inclusion of our Coalition Partners in Washington State in our retiree medical plan.

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## DURATION

- All local contracts will expire in 2027
- Allows all local unions to bargain in year NA expires

## LEGAL

- Drop expensive 2022 sympathy strike lawsuits
- 2023 strike amnesty:
  - Protect participants in October 2023 strike
  - Kaiser will not file lawsuits against local unions for participating
- Resolve outstanding disputes
- Preserves important side letters
- Creates process for review and mutual agreement post-bargaining

## DISPUTES

- Same process for all disputes
- Disputes impacting multiple regions start nationally

## LMP TRUST

- Increase KP contribution to LMP Trust Funding
- Annual escalator