

Side-by-Side Comparison of Proposals

Coalition of Kaiser Permanente Unions (CKPU) & Kaiser Permanente (as of 7/26/19)

| | UNION (CKPU) PROPOSAL | KAISER PERMANENTE'S POSITION |
|---|--|---|
| DURATION | 5-year agreement. | 4-year agreement. |
| PROHIBITION ON OUTSOURCING | Yes. 5-year prohibition on all outsourcing our jobs. | No protections against outsourcing our jobs. |
| PROTECTION OF JOBS FROM AUTOMATION | Yes. | No protections against job loss due to automation. |
| RAISES | 4%, 3%, 3%, 4%, 4%. (Equity for All, including the Regions Outside California) No pay cut for new hires. | CA: 3%, 3%, 3%, 3% Regions Outside CA: 2% a year (Plus a 1% per year "lump sum") CO: 1%, 2%, 2% 2% (NO "lump sum") Raises only if we accept a 15% pay cut for new hires. |
| HEALTH INSURANCE CO-PAYS | Maintains current \$5 co-pays for office visits and prescriptions. | Double in-person prescriptions to \$10; increase to \$20 if we fail to reach KP's unrealistic goal of 80% mail order. |
| LOWER WAGES & BENEFITS FOR NEW HIRES | No. Current & future workers treated equally. No two tiers. | Yes. 15% pay cut, cuts to retiree medical for new hires. Divisive two-tier system for workers. |
| RETIREE MEDICAL HEALTH SAVINGS ACCOUNT (HSA) | Equity with managers and other KP workers: \$2,500 per year of service. | Yes for ROC areas, but only if we cut new hires retiree medical benefits. |
| LOCAL BARGAINING ISSUES | Improved differentials & other economic improvements | No agreements on any economic improvements. |

What KP's position means:

Total disregard of the hardship KP's recent outsourcing has caused; wants to continue outsourcing and cutting jobs however it sees fit.

KP wants to give Colorado the lowest wage increases treating us as 3rd Class AND to lower our wages overall, undercutting new hires first.

Would put us on a downward slide toward higher co-pays, starting with \$20 co-pays for prescription.

Divide-and-conquer strategy to lower our wages overall: Undercuts new hires, then comes after everyone else.

More divide-and-conquer and two-tier benefits!

Even while KP gave its CEO a 60% raise to \$16 million and paid dozens of execs \$1+ million, it wants major takeaways and refuses to treat front-line workers fairly.