



UNION COALITION DELIVERS ON BEST CARE, BEST JOBS

WAGES, BENEFITS, WORKER VOICE IMPROVED IN NEW 3-YEAR CONTRACT

The members of every local union in the Coalition of Kaiser Permanente Unions resoundingly ratified the 2015 National Agreement. Over the summer, our 28 Coalition locals held ratification meetings, explaining details of the contract and rallying members for implementation.

“Our Locals have approved our most comprehensive contract in the 18-year history of our Labor Management Partnership,” said Hal Ruddick, executive director of the

Coalition of Kaiser Permanente Unions. “This agreement maintains superior wages and benefits, improves life insurance, tuition reimbursement and dental benefits, and restores the pension for Southern California pharmacists, among other gains. Equally important, this contract further empowers our workers to improve the care delivered—not just influence it, but real power to make a difference.”

The agreement goes into effect on October 1, 2015.

KEY HIGHLIGHTS OF 2015 NATIONAL AGREEMENT

Across-the-board wage increases over next three years

	10/1 2015	10/1 2016	10/1 2017	9/1 2018
Regions Outside California	+2%	+2%	+2%	+1%
California	+3%	+3%	+4%	n/a

Improved benefits

- LIFE INSURANCE **\$50,000**
- DENTAL ANNUAL MAX **\$1,500**
- LIFETIME MAX FOR ORTHODONTIA **\$1,500**
- ANNUAL TUITION REIMBURSEMENT **\$3,000**

* Unions that have better benefits will keep those.

Preserved active medical, with one change to emergency room co-pays

- ACTIVE MEDICAL **PRESERVED**
- RETIREE MEDICAL **PRESERVED**
- PENSION **PRESERVED**

PENSION for all of the UNAC/UHCP-represented pharmacists in Southern California hired on or before Dec. 31, 2013

RESTORED

This message is being shared across the Coalition of Kaiser Permanente Unions, which represents 105,000 union members in 28 local unions in every KP region.



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STRONGER HEALTH AND SAFETY

✓ FLU PREVENTION FOR PATIENT SAFETY

All health care workers will be required to get the flu vaccine or wear a surgical mask during flu season while working in patient care areas.

✓ TOTAL HEALTH INCENTIVE PLAN: Revised for 2016

+ Still voluntary and confidential, with collective rewards, no penalties

✓ TOTAL HEALTH LEADERSHIP

- + Total Health and Workplace Safety integrated into UBTs
- + Better tracking of safety hazards
- + Union engagement in Community Benefit programs

✓ REDUCE WORKPLACE INJURIES AND VIOLENCE

- + Assess current workplace safety program and provide guidelines for regional and local implementation
- + Workplace violence analysis and prevention efforts

MORE FUNDS FOR EDUCATION AND TRAINING

✓ REMOVE BARRIERS TO CAREER DEVELOPMENT AND MOBILITY

- + Regions will work with unions to identify training opportunities to help employees meet minimum experience requirements
- + Collaborative, transparent redeployment process
- + Preceptor programs and mentorships
- + Better opportunities for career mobility

✓ MORE RESOURCES FOR WORKER TRAINING

- + Ben Hudnall Trust Fund and SEIU-UHW Joint Employer Education Fund increased by \$23.2 million (33 percent increase)
- + An additional \$1 million per year to each fund to support workers going through redeployment
- + Tuition reimbursement raised to \$3,000 per year (applies to all regions)

Check out unioncoalition.org for more on the 2015 National Agreement, and ways you and your UBT can get involved and help implement our new contract.

What does our new National Agreement mean to you? Tweet us your answer using the hashtag **#transformKP**

HEALTH AND SAFETY ARE A UNIT-BASED TEAM SPORT!

Volunteer to be a *Health and Safety Champion* for your UBT today

- + Lead your peers in simple wellness and safety activities, and have fun!

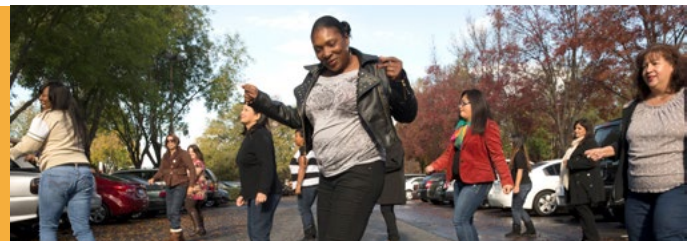
You don't need to be a health or safety expert—just motivated for action in your UBT.

Talk to your Total Health or Workplace Safety Labor Leaders, UPR or UBT consultant about the role.

IT'S BAAAAACK

Celebrate National Instant Recess® Week by busting a move with your team!

OCTOBER 5-9



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