

# 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 NEW 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 across all regions of CKPU.  No pay cut for new hires.	CA: 3%, 3%, 3%, 3%.  Regions Outside CA: 1-2%.  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.	CA: 20% less than managers and other KP workers: \$2,000 per year of service.
LOCAL BARGAINING ISSUES	Improve shift differentials.  Equity for IT, Moreno Valley, KPPACC.  Reverse outsourcing of jobs.	No improvements to shift differentials.  No equity for IT, Moreno Valley, KPPACC.  No outsourcing reversal.  Dozens of take-aways to meal and rest breaks, longevity pay, discipline protections, employee rights, and other issues.

## ***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.*

*Despite record success, KP wants raises LOWER than our last agreement 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.*

*With no justification, provides better HSA for KP managers and others.*

*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.*