

Summary of the 2015 Tentative Agreement

This document summarizes key provisions of the 2015 Tentative Agreement.



WAGES AND BENEFITS PROTECTED

Across-the-board wage increases on October 1 of each year

	2015	2016	2017	2018
ROCs	2%	2%	2%	1%*
California	3%	3%	4%	n/a

* Received September 1.



Benefit improvements (all regions)

- Dental maximum **increased** to \$1,500 per year
- Lifetime orthodontia **increased** to \$1,500 (per child)
- Life insurance **increased** to \$50,000

NOTE: Unions that have better benefits will keep those



PENSIONS FULLY PRESERVED – NO CHANGE



401(K) MATCH PRESERVED – NO CHANGE



Active medical preserved

- Office visit, pharmacy, other co-pays remain the same
- ER co-pays (\$50 in California and Northwest; \$100 all other regions)

RETIREE MEDICAL PRESERVED

- Long-term solution protects current and future retirees
- No change for California retirees until 2028
- Improvements for retirees in ROCs effective 2017
- All grandfathered provisions remain in place
- Health Reimbursement Accounts will cover most out-of-pocket expenses for retirees, spouses and dependents
- Monthly premium subsidies for Medicare Advantage plans covering retirees and spouses



MORE FUNDS FOR EDUCATION AND TRAINING

MORE RESOURCES FOR WORKER TRAINING

- Ben Hudnall Trust Fund and SEIU-UHW Joint Employer Education Fund increased by \$23.2 million (33% increase)
- Plus an additional \$1 million per year to each fund to support workers going through redeployment
- Tuition reimbursement raised to \$3,000 per year, highest in KP – centrally administered to assist workers who have had to put up money in advance (applies to all regions)

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
- Enhance opportunities for union career mobility with joint system to capture core competencies, skills, education, licensure, certification, and work experience

For more information, check out bargaining2015.org and unioncoalition.org



STRONGER SAFETY AND HEALTH

TOTAL HEALTH INCENTIVE PLAN



* THA being phased out; remains in THIP for 2015 to be paid in 2016
Biometric screenings are now: BMI, A1c, Blood Pressure, Cancer Screenings and Smoking

ENSURE LABOR LEADERSHIP ON TOTAL HEALTH AT KP AND IN THE COMMUNITY

- Total Health and Workplace safety integrated into work of unit-based teams
- Labor integrated into regional and service-area KP Community Benefit programs
- Labor Community Health Partner in each service area
- Develop toolkits for volunteering and align our efforts with KP Cares program

REDUCE WORKPLACE INJURIES AND VIOLENCE AND THEIR IMPACT

- Jointly benchmark workplace safety investments and provide guidelines for regional and local implementation
- Enhance tracking of safety hazards
- Pursue proactive ergonomics program
- Jointly prepare for emergencies
- Organization-wide workplace violence analysis; jointly address prevention
- Jointly evaluate the effectiveness and implementation of the IDM program with the goal of keeping people working

FLU PREVENTION FOR PATIENT SAFETY

- As of October 1, 2015, all health care workers will be required to get the seasonal flu vaccine, or wear a surgical mask during flu season while working in patient care areas

CADILLAC TAX; PPO/POS AGREEMENT

- Kaiser Permanente and the Coalition will assure that KP is not subject to the Cadillac tax
- Preferred Provider Option plans and Point of Service plans will be closed to new entrants on January 1, 2016 and discontinued in all regions except Mid-Atlantic States on January 1, 2017



TOOLS TO MAKE PARTNERSHIP BETTER AND MORE CONSISTENT AT EVERY LEVEL

BETTER ACCOUNTABILITY TO PARTNERSHIP

- Improved dispute resolution process
- Improved training for front-line leaders on partnership (management and labor) – range of learning methods
- Adequate and consistent funding to the Labor Management Partnership trust fund
- Scorecard to track state of all aspects of partnership by region and facility

ADDRESSING MANAGEMENT CONCERNS ON FLEXIBILITY

- Regional subgroups to address issues related to flexibility, guided by Value Compass principles to address patient and KP member needs
- Commit to operational flexibility while relying on regular full-time and part-time staff to greatest extent possible

STRONGER UBTs

- Face-to-face assessments to ensure accurate ratings
- UBTs incorporate Total Health and Workplace Safety – bring health and safety to frontline
- Increased support for sponsorship
- New Path to Performance targets through 2019 for Level 4 and 5 teams
- UBTs of Future program to address Level 6 and beyond, cross-department/cross-function teams, super UBTs, inter-medical center teams, etc.

FAIRNESS FOR PART-TIMERS, LESS REGISTRY

- Mechanism to ensure that individuals working more than 1,040 hours per year receive benefits
- Systematic review for appropriate balance of full-time, part-time, per diem and on-call positions
- SCAL and NW management will meet with union leaders to review and resolve issues related to travelers and registry