

National Agreement Workshop: Employment & Income Security Agreement (EISA)

WHAT IS EISA?

EISA is a standing agreement between Kaiser Permanente and the Coalition unions. Its core commitment: when your job is disrupted by technology, restructuring, or other workplace changes, **KP's first obligation is to redeploy you, not lay you off.** It does not replace your local union contract; it is an added layer of job protection.

WHAT CAN TRIGGER EISA | WHAT KP MUST DO

WHAT CAN TRIGGER EISA	WHAT KP MUST DO
<ul style="list-style-type: none"> • New technology that eliminates or changes your role • Restructuring or reorganization of departments • Outsourcing decisions that displace staff • Mergers, facility closures, or service changes • Workflow changes that reduce headcount 	<ul style="list-style-type: none"> • Attempt to place you in a comparable classification • Provide retraining and redeployment resources • Work with unions on workforce planning before displacement occurs • Give enough lead time for solutions to be found • Maintain income continuity during transitions

EISA IS... | EISA IS NOT...

✓ EISA IS...	✗ EISA IS NOT...
<ul style="list-style-type: none"> • A commitment to avoid permanent layoffs • A joint labor-management problem-solving process • A right to retraining when your role changes • Protection for all CKPU-covered employees • A process where unions have a real seat at the table • A “living agreement”—it can be updated over time 	<ul style="list-style-type: none"> • A guarantee you keep your exact same job forever • Protection against discipline or performance issues • A replacement for your local union contract • Automatic. You and your union must engage the process • A standalone grievance process

WHAT UNIONS ARE EXPECTED TO DO (IT'S A TWO-WAY COMMITMENT)

<ul style="list-style-type: none"> • Engage in proactive, early problem-solving • Show flexibility with contract provisions when needed to find solutions • Participate in long-term workforce planning 	<ul style="list-style-type: none"> • Work with KP to locate alternatives for displaced employees • Support retraining and reclassification processes • Represent members through the joint resolution process
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HOW THE PROCESS GENERALLY WORKS

<p>01 Change Identified KP identifies a coming change that may displace workers.</p>	<p>02 Joint Planning KP and union leadership begin workforce planning together. Ideally before displacement occurs.</p>	<p>03 Redeployment Search Alternatives are explored: comparable roles, retraining, transfers, scheduling changes.</p>	<p>04 Placement / Support Employee is placed in a new role (ideally same classification) with income maintained during transition.</p>
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Bottom Line for Members
If your job is at risk due to changes at KP, you have rights under EISA. Your union should be involved before decisions are finalized, not after. If you hear about changes that might affect your department, notify your union rep early so EISA process can be engaged.