

NUHW CONTRACTS: NUHW VS. UNAC

For all of UNAC's talk about being the big union that Kaiser is afraid of, the terms of our contracts are largely the same – except where UNAC has secretly agreed to language that benefits Kaiser at the expense of UNAC's own members.

The more significant differences between UNAC and NUHW are our values and how we operate.

Everything that we have is currently guaranteed in our contract. UNAC may say that they have better copays or a pension but the reality is that they will go back into bargaining with NO PLAN, no guarantees, and no additional support from any of the Alliance unions, which are locked under contract until 2025.

COMPENSATION

Item	NUHW - Guaranteed	UNAC - Not Guaranteed	Edge
Raises (2021 Contract)	Year 1 – 3 percent Year 2 – 2 percent + additional 2 percent lump sum bonus Year 3 – 2 percent + additional 2 percent lump sum bonus Year 4 - We can negotiate higher wages.	Year 1 – 3 percent Year 2 – 3 percent Year 3 – 2 percent + additional 2 percent lump sum bonus Year 4 – 2 percent + additional 2 percent lump sum bonus	Considering inflation, NUHW has the advantage because we haven't locked in a low 2% raise in the 4th year. Since UNAC's contract is for 4 years and ours is just 3, we can potentially negotiate higher wage increases in the 4th year.
Performance Bonus	Up to \$3,000 (Based on metrics which reflect our daily work with no requirement to help Kaiser cut staffing costs to attain full bonus)	Up to 3 percent of average salary. (All UNAC/Alliance Unions' Bonus for 2023 and 2024 is tied to cutting staffing costs by 1.5 percent)	NUHW - higher cap and ours is not tied to a reduction of the cost of our staff by 1.5 percent. Neither is ours tied to attendance or workplace safety of other workers in the alliance. We have our own metrics and the possibility of a higher payout than the Alliance, as we have in the past
Years it takes to reach top of wage scale	Dietitian/Health Ed II – 7 years Audiologist – 10 years Speech Pathologist – 10 years	15 years	NUHW
Bilingual Pay	Speech Pathologists -\$1.50 per hour Remaining Classifications -\$1.15 per hour	37.5 to 55 cents per hour	NUHW
Shift Differentials	\$2.75/hour evenings \$4.50/hour nights	\$2.75/hour evenings \$4.50/hour nights	Even



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BENEFITS

Item	NUHW - Guaranteed	UNAC - Not Guaranteed	Edge
Paid Time Off	52 days (ETO, holidays, and ESL)	52 days	Even
Educational Leave	5 days/year	5 days/year	Even
Alternative Compensation Plan	Employees with non-Kaiser medical benefits can get 20 percent extra pay in lieu of	Employees with non-Kaiser medical benefits can get 20 percent extra pay in lieu of	Even
Pension	Employees hired after Dec. 31, 2014 receive 401k instead of pension. 6 percent 401k Employer Contribution	Pharmacists hired after Dec. 31, 2014 receive 401k instead of pension 6 percent 401k Employer Contribution that rises to 7 percent in Year 6 and 8 percent	UNAC - no guarantee that UNAC will achieve this in our bargaining unit, they have not been able to do it elsewhere
Medical Co-pay	\$20	\$10	UNAC
Dental insurance	\$1,500 annual limit	\$1,500 annual limit	Even
Professional Time	Have professional time as salaried exempt employees protected in the contract under Professional Hours	SoCal Pharmacists went from being salaried to clocking in and out when they joined UNAC	NUHW
Education	NUHW offers free CEU classes to all classifications covered by our contract	Ben Hudnall trust fund partially funded by KP and partially funded by Union dues provides educational opportunities and retraining resources for displaced service and technical workers	NUHW - unclear if Hudnall trust provides any benefit for professional employees
Alternative Mental Health benefits	Pays 80 percent of usual and customary charges with no limit on number of visits	Capped at 20 visits	NUHW
Tuition Reimbursement	\$3,000/year, of which \$750 can be used for travel	\$3,000/year, of which \$750 can be used for travel	Even



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