

UNAC NEGOTIATES IN SECRET

UNAC never told its Kaiser members that their new contract ties their performance bonuses to helping Kaiser cut costs. In 2023 and 2024, UNAC must help Kaiser cut the cost of their bargaining unit by 1.5 percent for members to get their full bonus.

The cost savings target for each year will be recurring savings of 1.5% of the total wage cost of all Alliance union represented employees for the calendar year prior to the bonus plan year ("total wage cost"), incrementally, in each of the following years: 2023, 2024, 2025. (Example in the 2023 PSP program year, to be paid in March of 2024, the 2022 total wage cost will determine the base.) Wage cost will be actual total payroll and will not include fringe and roll up costs.

If the 1.5% annual recurring savings are realized in the calendar year, the affordability target will be met. Credit will be paid on a pro-rated basis, however 0.75% of targeted savings will be a minimum threshold to trigger a pro-rated payout.

0.25 *RS for SS*

Savings and payouts will be determined regionally, or by service area where that is the current practice.

New recurring savings must be realized in each bonus year to support the payout.

Agreed:

Hal Ruddick

Hal Ruddick
Executive Director
Alliance of Health Care

11/12/21

Date

Steve L. Shields

Steve Shields
Senior Vice President
National Labor Relations, Kaiser

11/13/2021

Date

If we join UNAC, that means we'd have to cut staffing by 1.5 percent in order to get our full bonuses. Instead of our union fighting to increase staffing, we'd be incentivized to be even more understaffed.



Sign the petition at wearenuhw.org

I STAND WITH MY COWORKERS
IN THE UNION WE'VE BUILT TOGETHER