

THE CONTRACTS DON'T LIE

THE COST OF STAYING WITH NUHW IS TOO HIGH

Wages	UNAC/UHCP	NUHW HCPS
Oct. 2022 salary increase	3%	2%
Wages Comparison 2015 - 2023	Staff Education RN & Patient Educator RN Start: \$101,556 Year 8: \$156,591 End Rate: \$184,652 (at 25 years)	Dietitian II & Health Educator II Start: \$68,983 Year 8: \$106,241 End Rate: \$108,366 (at 6 years)
	SCAL OT/PT/RT Start: \$85,750 Year 8: \$146,461 End Rate: \$168,053 (at 20 years)	Speech Pathologist Start: \$80,868 Year 8: \$128,906 End Rate: \$139,584 (at 10 years)
	Optometrist Start: \$139,584 Year 8: \$187,564 End Rate: \$218,657 (at 25 years)	Audiologist, Level II Start: \$84,914 Year 8: \$135,352 End Rate: \$146,557 (at 10 years)
Wages/Grids Steps	12 steps (yrs 0, 0.5, 1, 1.5, 2-5, 10, 15, 20, 25) Max Step: 25 Year	7 Steps (Start to 6 Year) Max Step: 6 Years 11 Steps (Start to 10 Year) Max Step: 10 Years

Medical Benefits	UNAC/UHCP	NUHW HCPS
Outpatient office visits	\$10	\$20
Emergency room visits	\$50 per visit (waived if admitted)	\$50 per visit
Urgent care visits	\$10/visit	\$20/visit
KP Pharmacy (up to 30-day supply)	\$5 generic / \$10 brand	\$10 generic / \$15 brand
Mail order (up to 100-day supply)	\$10 generic / \$20 brand	\$20 generic / \$30 brand
Labor, delivery, and recovery	100/admission	\$100/visit
Outpatient - Family Planning	No charge	\$20 per visit
Inpatient - Family Planning	\$100/admission	\$100/admission

Mental Health Benefits	UNAC/UHCP	NUHW HCPS
Outpatient Individual	\$10/visit	\$20/visit
Outpatient Group	\$5/visit	\$10/visit
Outpatient - Substance Use Disorder	\$10/visit	\$20/visit

Dental Benefits	UNAC/UHCP	NUHW HCPS
Deductible	None	No charge
Annual Maximum	\$1,500	\$1,500
Basic Services (fillings, oral surgery, gum treatment)	90%	80%
Major Services (crowns, inlays, outlays, cast restorations)	90%	50%

Education Benefits	UNAC/UHCP	NUHW HCPS
Education	National Agreement: Ben Hudnall Memorial Trust Fund - https://bhmt.org/ <ul style="list-style-type: none"> Stipend to replace 16 hours per pay period of lost wages for class attendance and study (up to 1,900 hours) Free laptop lending program during course of study. Professionals can use these stipend hours to cover master's and doctoral programs. 	Tuition reimbursement as set forth in Kaiser policy; not protected by contract language and can be changed at any time without negotiation with NUHW.



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Life Insurance	UNAC/UHCP	NUHW HCPs
Life Insurance	\$50,000.00	\$6,000

Protections	UNAC/UHCP	NUHW HCPs
PMT/PTMG	Up to 6 hours	ZERO
Regional Practice Committees	First to establish fully functional committees that successfully resolve workload and workflow issues by giving health care professionals a real say	On paper, NUHW negotiated contracts have a regional practice committee but has inconsistent outcomes or non-existent committee
Subcontracting	Contractual agreement against any future subcontracting except in extraordinary circumstances.	KP may use subcontractors to meet operational needs
	Insourcing language to ensure previously outsourced work will be brought back into the unit	
Transfers	Right to transfer 3x/year	Only receive preferential treatment. Prohibited if active discipline action on file.
Income Protection for Layoffs/RIF	Full pay guaranteed for one year	NONE
	Guaranteed normal step increases and wage increases	
	Placed in an EISA transition pool with a minimum of one year to obtain another position	
Shift differentials	Paid for Vacation/Sick Leave and other unworked, paid time	Shift Differential for Time Worked Only
Weekend/Scheduling Premium	10%	NONE
	Time and one half for all hours worked on 2nd consecutive weekend and alternating consecutive weekends	

Retirement Security	UNAC/UHCP	NUHW HCPs
Retirement Eligibility and Retiree Medical Eligibility	Eligible at 15 years of service One year of service= 1,000 hours	Eligible at 20 years of service (hired after 2016) or 15 years (hired before 2017) One year of service = 2,000 hours
Pension Year of Service	1,800 hours	2,000 hours
Pension Availability	UNAC/UHCP has never lost a pension. In fact, when KP pharmacists joined UNAC/UHCP in 2015, the bargaining team won back the pension for all who had pensions frozen under the Pharmacy Guild contract.	Members hired after 1-1-2015 do not have a pension.
Employer/Employee Pension Contributions	100% Employer Paid	6% by Employer; up to 10% for Employee
Additional Retirement Plans	Yes	No
HRA Funding (retiree medical expenses)	\$2,000/yr of service	\$1,000/yr of service prior to 2020; \$2,000/yr of service current
HRA Min @ Retirement	\$30,000	\$24,000
Retiree Co-pays for Medical Expenses	Retirees lock in copay at retirement, so nearly all current UNAC/UHCP retirees are on the \$0 or \$5 copay plan	\$5 prior to 2015. Now \$20/mirror current plan
Grandfathering of Retiree Medical Care	Protects retirees for life	Did not protect retirees from changes to medical copay plan at age 65 and after; only protected until age 65
HRA 85 Contribution	\$10,000 @ 85	\$10,000 @ 85 (new in 2022)
Employer 401(k) Contribution for Members without a Pension	Pharmacists hired on or after January 1, 2014 automatically became a participant in the KPSSRPU (Pharmacist Defined Contribution (PDC)). Pharmacists effective 10/1/2018 now have following improved employer contribution: <ul style="list-style-type: none"> • 6%: 0-5 years of employment • 7%: 6-10 years of employment • 8%: 11+ years of employment Increased contribution during 2018-Present UPSC (pharmacist) contract, previous employer contribution was only at 6%.	NUHW members who lost pension under NUHW receive 6% employer contribution.



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