

OPEIU LOCAL 50 / HNA BARGAINING UPDATE #2



Tentative Agreement reached on National Agreement - October 1, 2019 Update -

The Coalition went to obtain Kaiser's signature on specific provisions of the Tentative Agreements (TAs). However, Kaiser's position was that the Coalition had misunderstood their intent on a few provisions that affected different bargaining units. This was appalling but nevertheless bargaining at the National Level resumed over the last few days. There are two known changes that affect our units since our previous National Bargaining Update dated September 25, 2019.

- 1) The Pension multiplier will be increased from 1.4% to 1.45% but there is NO reduction from the 2000 to 1800 hours a year.
- 2) The margin in the 4th year is changed from the noted 2% to 2.2% to get the ATB for the 3% increase rather than lump sum

It is OPEIU Local 50/HNA's intention to share information as we receive it. Please remember we will get final details prior to the time Kaiser members vote to accept the National Agreement.

Our 83,000-member Union Coalition reached a Tentative Agreement with Kaiser Permanente on a four-year contract that restores a true Labor Management Partnership. Its provisions include:

- Duration: October 1, 2019 - September 30, 2023 (4 years)
- No changes to retiree benefits.
- Pension multiplier increases from 1.4 percent to 1.45 percent.
- Across the Board Raises 3%-2%-2%-2% with 1% bonus in years two, three, and four - together with a pathway to get 3% raises in years two, three, and four.

In year two: If within 1% of margin, ATB will be 3% rather than lump sum

In year three: If within 1.5% of margin, ATB will be 3% rather than lump sum

In year four: If within 2.2% of margin, ATB will be 3% rather than lump sum

- No subcontracting of existing jobs, limited outsourcing
- Experience requirement waived for employees who transfer to new position
- Travel reimbursement with education increased
- Time frame language added to dispute resolution process