

KAISER PERMANENTE NORTHWEST BARGAINING UPDATE



OFNHP

SEPT 24, 2018



WE DID IT!

We have a tentative agreement!

Together, we achieved:

- ✓ Strong cross-the-board wage increases on par with California!
- ✓ Preserved our "no-cancellation" rights!
- ✓ Safeguarded our pension—no 2-tier retirement!
- ✓ Protected our industry-leading health benefits!

Plus our local bargaining gains, including:

- ✓ Some of the strongest staffing rights in the country with an agreed-upon formula for backfill
- ✓ Additional step on our local wage and salary scales for RNs, Techs, and PROs
- ✓ Improved differentials, including Lead/Charge, Evening and Nights, Preceptor, and Standby

A full summary of the agreement will be available at each of the ratification events next week, with members of the bargaining team on hand to answer questions. Watch your inbox for more details.

WHAT IS A

TENTATIVE AGREEMENT?

A "TA" means the bargaining teams for management and labor have reached agreement. It's "tentative" until the union membership votes to ratify it.

WHAT HAPPENS NEXT?

Our tentative Alliance national agreement must be endorsed at the Alliance Delegates Conference on Saturday, Sep 29 before ratification begins.

WHEN WILL WE VOTE?

Ratification meetings will be scheduled for next week. Stay tuned for times and locations.