

# Highlights of Our 2018 National Tentative Agreement



We have secured a strong Tentative Agreement that met our key goals: a good wage increase, better benefits, new LMP and educational trust funds for our Alliance union members, and a plan to get our LMP back on track. The agreement provides:

## ACROSS-THE-BOARD WAGE INCREASES

	10/1/18	10/1/19	10/1/20
California and the Northwest	<b>3%</b>	<b>2.75%</b> with a .25% lump sum	<b>3%</b>
Hawaii, Mid-Atlantic States and Georgia	<b>2.25%</b>	<b>2%</b>	<b>2.25%</b>
Colorado	<b>2%</b>	<b>1%</b>	<b>1%</b> plus an additional increase of up to 1% on 9/1/2021, depending on regional finances

### Hard Work and Determined Organizing Paid Off

Our unity and determination enabled us to win a great contract after six rounds of difficult bargaining. More than 2,500 Alliance members turned out July 8 for the biggest-ever rally at national bargaining. More than half of our 48,000 members signed cards and petitions to management. And we showed solidarity with buttons, stickers and union color days in our facilities.

# Highlights of Our 2018 National Tentative Agreement *continued*



## BETTER BENEFITS

### Improved Dental Plans:

- + Diagnostic and preventive services now covered at 100%
- + Basic services and crowns covered at 90%
- + Prosthodontics covered at 70%

(Most dental benefits are now consistent across all regions and amount to anywhere from an 18% to 80% improvement.)

### Strong Health Care Plans:

- + Retirees in regions outside of California will get more funds in their Health Reimbursement Accounts. Company contributions will rise from the current \$2,000 per year of service to \$2,500 per year of service, effective 1/1/21.
- + Office visit co-pays: \$10 starting in 2020, with a reopener in 2021 for 2022 co-pays. (Co-pays are now uniform across the Alliance, and significantly better than non-partnership unions' plans.)

### Improved Performance Sharing Plan (PSP):

To protect workers from losing a PSP payout due to circumstances beyond their control, Alliance-represented workers now can receive up to \$1,000, pro-rated among the goals met even if the region as a whole does not meet projected financial targets.

## STRONGER EDUCATIONAL AND LMP TRUST FUNDS

### New Alliance Joint Educational Trust Fund:

We won increased funding for tuition and career counseling services, from 0.4% of Alliance payroll to 0.5% — a 25% annual increase to upgrade members' job skills.

### New LMP Trust Fund:

Union members will continue the 9 cents-per-hour contribution we've been making to promote partnership between Alliance union members and KP; management agreed to a similar funding formula that will support LMP programs.

## GETTING PARTNERSHIP BACK ON TRACK

- + Within 30 days of TA ratification, a joint team will start planning and research, culminating in a meeting of Alliance unions with KP senior leadership in February.
- + A new National LMP Learning Group will develop and update LMP training curriculum.
- + All newly hired — as well as newly organized and newly accreted — employees will get LMP training within 90 days of hire.
- + In regions where there is no existing framework with timelines for issues related to flexibility, the parties will create an early engagement and timely implementation decision-making framework.
- + To support union members on the job, we secured a 25% increase in the number of Contract Specialists, increasing it from one Contract Specialist for every 1,500 members to one per every 1,200 members.

## PROTECTING OUR NO-CANCELLATION RIGHTS

Thanks to an unprecedented organizing campaign, management agreed to drop the drive to eliminate no-cancellation language.

## LOCAL UNION GAINS

See your local union representative for more on the gains that several locals won, with Alliance support, in addition to those in the Tentative National Agreement.