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Management proposal
"Article 4 Counter Proposal"

ARTICLE 4 – COMPENSATION/PAY PRACTICES

A. Base Salary

Exempt professionals who are members of OFNHP in Kaiser Permanente receive a base salary, as determined by the attached wage scales and shall be prorated for part-time employees. Exempt professionals who are members of OFNHP in Kaiser Permanente receive an annual salary, determined by multiplying the hourly rate of the applicable job code listed in the attached wage scales by their weekly coded hours. (For example: 1.0 FTE employee would be paid the hourly rate x 40 per week; a .5 FTE employee would be paid the hourly rate x 20 per week). On-Call employees will be paid at an hourly rate.

B. Tenure Placement

1. New employees hired by the employer will be placed on a tenure step based on the employee's previous experience in their discipline, previous relevant experience in a similar field.

Year for year tenure credit will be given for all previous experience in similar job positions in which the employee was employed on a basis of at least twenty (20) hours per week. Credit for previous experience of less than twenty (20) hours per week shall be prorated on the basis of one (1) year tenure credit for every three (3) years of experience.

The cap for tenure placement will be Step 9 for 12 and 13 step scales, or Step 7 for 10 step scales. Step 10 (for 12 and 13 step scales) or Step 8 (for 10 step scales) and above require Kaiser Permanente experience.

2. Upon ratification of this agreement and for the duration of 2002, new employees with four or more years' experience will be placed at tenure step four (4). Beginning January 1, 2003, and on each subsequent January 1 through 2005, the cap on tenure placement will advance by one step until the cap reaches step seven (7).

3. During 2002, any incumbent employee with four (4) or more years of experience and placed at tenure step 3 will be advanced to tenure step 4 at the time a newly hired employee is placed at tenure step 4 in their same job title.
4. Upon ratification, all employees currently salaried in the merit compensation program will be placed on a tenure step scale that has been constructed from the merit range in effect prior to ratification. Each employee will be placed on the newly-constructed scale and the tenure step that reflects the salary rate equal to or greater than their current rate.
5. The initial placement process in paragraph 4 above may result in the tenure step placement of an employee from the merit program at a step that does not reflect all their years of previous experience. In such a case, the employee will be advanced one (1) tenure step on January 1, 2003 and one (1) tenure step on January 1, 2004 if necessary to reflect their previous experience as described in paragraph 1 above.
6. In the event a dispute arises regarding tenure placement process, either party may appeal to the Salary Review Committee for resolution. The committee members will be identified within sixty (60) days of ratification of the contract and will consist of two (2) representatives of the employer and two (2) representatives of the union. The issues appealed to the Salary Review Committee will be resolved by consensus and not subject to the grievance procedure.

Inter-regional transfers who have worked in their current, or similar, job title in any Kaiser Permanente Region, without a break in service of six (6) months or more will be placed on the following steps:

10 step wage structures:

- 13 years @ KP at step 8.
- 15 years @ KP at step 9.
- 17 years @ KP at step 10.

12 step wage structures:

- 13 years @ KP at step 10.
- 15 years @ KP at step 11.
- 17 years @ KP at step 12.

13 step wage structures:

- 13 years @ KP at step 10.
- 15 years @ KP at step 11.
- 17 years @ KP at step 12.
- 21 years @ KP at step 13.

7. Fourteen-Year-Step: Employees will have their salary adjusted to the fourteen year step if the employee has worked fourteen years in their current job title in any Kaiser



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Permanente Region without a break in service of six (6) months or less. Employees with breaks in service prior to the ratification of the current Agreement dated February 25, 2002, will receive credit for all Kaiser Permanente experience in their current job title both before and after the break in service. The employee's salary may or may not be at the 2003 current step prior to the adjustment (e.g., salary may skip steps).

Employees promoted to a higher paying job within the OFNHP Bargaining Unit shall receive the fourteen year step after fourteen years in the new job, or six years at step 9 (seven years for 8 step structures, eight years for 7 step structures), whichever comes first. However, no such promoted employee shall suffer a loss of income comparing the salary job rate of the new job to the salary rate of the old job.

No employee promoted to a higher paying job within the OFNHP Bargaining Unit shall suffer a loss of income comparing the salary job rate of the new job to the salary rate of the old job.

Employees promoted from one job to another within the Bargaining Unit (for example from N.P./P.A. grade 14 to grade 15) will be promoted to the salary step in the new job that provides a salary increase effective with the date of transfer.

The above practice does not apply to jobs with different rates based on certification (for example dietitian and certified dietitian). Individuals in such jobs will have a salary increase on a step for step basis upon receiving the appropriate certification.

8. Effective October 1, 2005, each Nurse Practitioner, Physician Assistant, and Certified Nurse Midwife will be placed at Step 11 if they have achieved sixteen years in their current job title in any Kaiser Permanente Region or Step 12 if they have achieved twenty (20) years in their current job title in any Kaiser Permanente Region.
9. In the event a hard to recruit position is identified through the LMP process the candidate should be offered year for year credit for work experience and may be hired into a tenure step above the current cap.

Clarification: Pay is step for step, but max is Step 9. Step 10 and above require Kaiser Permanente experience.

10. Individuals who have been previously in a job now covered by the Bargaining Unit and then have held a job not covered by the Unit, but return to the Bargaining Unit, shall be paid the same salary step as the individual was paid prior to leaving.

Such individual will also be credited for experience in the job covered by the Bargaining Unit for the number of months in a Bargaining Unit job after receiving the last step increase, but prior to the transfer out of the Unit.