

# 2023 Coalition National Agreement Highlights

Summary of Key Provisions for Workers, Managers, and Physicians

## EXCELLENT WAGES AND BENEFITS

### Across-the-Board Wage Increases

	2023	2024	2025	2026
Wages	6%	5%	5%	5%

### Ratification Bonus

- » \$1,500 bonus for all Coalition-represented workers following contract ratification

### New Minimum Wages\*

	2024	2025	2026
California	\$23/hour	\$24/hour	\$25/hour
Outside California	\$21/hour	\$22/hour	\$23/hour

\* For classifications with a starting wage below the minimum on June 1, the entire scale will go up the percentage it takes to raise the starting wage to the minimum.

### Health and Retirement Benefits

- » Preserves low-cost family medical and dental plans
- » Increases Health Reimbursement Account contributions from \$2,000 per year of service to \$2,500 per year of service for eligible new retirees, effective January 1, 2024
- » Raises HRA supplement from \$10,000 to \$15,000 for eligible new retirees at age 85, effective January 1, 2024
- » Allows eligible retirees to use their premium subsidy for any available Kaiser Permanente Senior Advantage plan in the region where they reside
- » Fully includes eligible retirees in Washington State in the retiree medical plan

## IMPROVING PARTNERSHIP AND PERFORMANCE

### Staffing

- » Continues joint goal to fill 10,000 Coalition-represented jobs begun in 2023
- » Implements timeline for labor and management to create a joint staffing plan and have structured budget discussions within every unit-based team to address staffing issues by August 2025; continues annually.
- » Initiates regular reporting and meetings on key staffing metrics like vacancies, backfill, time off, and registry and traveler use
- » Prioritizes recruiting and training current Coalition-represented employees for key, hard-to-fill positions
- » Continues to remove experience barriers for mutually agreed upon positions for current employees
- » Reduces internal churn and accelerates hiring:
  - For a 1-year period following ratification, new hires and transfer candidates must commit to new positions for a year
  - Provides exceptions for promotions and employees who increase their FTE (e.g. from 0.5 to 1.0 FTE)
  - Establishes labor-management triage team to address “auto-rejections” during the application process

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## IMPROVING PARTNERSHIP AND PERFORMANCE (continued)

### Performance Sharing Plan

#### 2023

- » Offers guaranteed minimum payout of \$1,500 – pro-rated for part-time eligible employees – with opportunity for more if performance goals are met

#### 2024 and beyond

- » Provides opportunity for minimum payout of up to \$1,200 if performance goals are met and a potential maximum payout of \$3,750, based on achievement of goals and financial performance

### Mutually Agreed Goals and Metrics

- » Controlling High Blood Pressure
- » Member Flu Vaccination Rate
- » HCAHPS: Likelihood to Recommend
- » CAHPS Meteor Care Experience
- » Regional Attendance

### Remote and Hybrid Work

- » Defines remote and hybrid work, and creates notice requirements and a clear process for changes to/from remote and hybrid positions
- » Establishes home internet and personal phone reimbursement rates for remote and hybrid employees

### Job Security

- » Preserves existing agreements and limitations on outsourcing and subcontracting

### Education and Training

- » Increases funding to the SEIU-UHW West & Joint Employer Education Fund and Ben Hudnall Memorial Trust to further invest in the development of Coalition-represented employees

### Labor Management Partnership

- » Increases funding for the LMP trust fund to support partnership activities

## BY THE NUMBERS

- » **4-year national agreement** between Kaiser Permanente and the Coalition of Kaiser Permanente Unions
- » Covers more than **85,000 health care workers** represented by 11 union locals
- » Contract effective from **October 1, 2023, to September 30, 2027**