

# Kaiser Permanente Southern California's Summary of Last, Best, and Final Offer to NUHW Psych-Social Chapter

---

Posted on April 21, 2020

Below are highlights of Kaiser Permanente's offer as of April 21, 2020.

## Economics

### **Across the Board Increases and Lump Sum Payments:**

- A wage increase of 3% for 2018
- A wage increase of 2% for 2019 and a 1.5% cash payment
- A wage increase of 2% for 2020 and a 1.5% cash payment

The 2018 increase and the 2019 increase and the cash payment are effective upon ratification.

A **Performance Sharing Bonus** of up to \$5,000 for 2020 and 2021

A **Ratification Bonus** of 1% will be paid to full- and part-time active employees employed on the date the new contract is ratified.

### **Retiree Medical Health Reimbursement Account**

Increased to \$2,000 per year of service

### **Tax Deferred Retirement Savings**

Effective January 1, 2021, employees hired after 1/1/15 (*i.e.*, employees who have defined contribution only) will receive an employer match of up to three percent (3%) of the employee's qualifying contribution to their retirement savings accounts. This is in addition to the existing Kaiser Permanente employer contribution equal to six percent (6%) of the employee's eligible compensation. No changes to pension or DC match for employees hired prior to 1/1/15.

No changes to **Active Medical Programs**

### **Annual Dental Coverage**

Effective January 1, 2021, the dental plan participants' annual maximum will be increased to \$1,500 per calendar year. Also, effective January 1, 2021, the lifetime maximum for child orthodontia will be increased to \$1,500.

### **Alternate Mental Health**

Effective January 1, 2020, the Alternate Mental Health coverage will cover 80% of reasonable and customary charges, inclusive of both inpatient and outpatient, with no maximum number of visits.

### **Benefits by Design Voluntary Programs**

Effective January 1, 2020, the Benefits by Design Voluntary Program will be made available to eligible employees on an after-tax basis. Available options may include: long-term care insurance, legal services insurance, additional term life insurance, identity theft maintenance, and auto, homeowners', and pet insurance.

### **Wage Differential Enhancements**

Differential increases for Evening Shifts, Night Shifts, and Standby Pay.

### **Market-competitive adjustments to wage scales**

Market adjustment increases to wage scales for Psychiatric Registered Nurse professionals with associated minimum requirements for the position to align with other Southern California nursing professionals.

## **Practice & Staffing**

### **Immediate Relief (within 30 days of contract ratification)**

- Staffing with temporary agency resources and therapists where available to assist with return access.
- Staffing with temporary agency psychiatric RNs for triage where indicated. Increased supplemental staffing resources (temporary, per-diem, agency) for an immediate increase in internal capacity.

### **Office practice support (as indicated)**

- Appointment clerks
- Clerical resources
- Extender roles

More recruiters and staff working to fill mental health positions.

More rapid expansion and refresh of mental health offices, facilities.

### **SCAL Care Navigators**

20 additional FTE positions (LCSW/MFT) for the Southern California Care Navigator rollout and implementation will be created to provide immediate access relief. The positions will be added as soon as administratively possible in relation to individual medical center start-up operational needs.

### **New Job Classifications**

Two new classifications have been proposed: Developmental Psychologist and Neuropsychologist. Both classifications will be paid 5% above the current Psychologist wage scale. Also, an additional 5% differential will be paid to Neuropsychologists who obtain and provide proof of valid Neuropsychology board certification.

## **Professional Development & Growing the Workforce**

**Increased tuition reimbursement to \$3,000/year**

### **Student Loan Repayment Program**

- Graduates of accredited bachelor's or master's level programs would receive a \$10,000 lifetime repayment for qualified student loans related to education in mental health professions, with a maximum reimbursement payment of \$2,500 per year.
- Graduates of accredited doctorate level programs would receive \$20,000 lifetime repayment for qualified student loans related to education in mental health professions, with a maximum reimbursement payment of \$5,000 per year.
- Current employees with at least a .80 FTE, who have an existing college school loan(s) from an accredited college/university receiving a bachelor's, master's or doctorate degree in the field of mental/behavioral health, are eligible to apply for this program.
- This program is for loans already incurred as of June 1, 2019.

## **KP investments to support**

- Post graduate Fellowship & Residency programs
- Expansion of KP's master's practicum and post-doctorate programs
- Grants to fund clinical research
- Grants to expand college degree programs in mental health