

Imagine Our Future

2012 CONTRACT CAMPAIGN

SECURE · HEALTHY · TOGETHER

UNAC/UHCP Members Join Bargaining Team!

BARGAINING UPDATE #2: MARCH 30, 2012

Hundreds of members from UNAC/UHCP and other Coalition Unions showed up this week to support our bargaining team.

UNAC/UHCP members served as observers in the following sub-groups:

- Benefits
- Enhancing the Partnership
- Growth of KP and Unions
- Total Health
- Workforce of the Future

In the **Benefits sub-group** we reviewed the various benefit and pension plans that currently exist.

On our third day of bargaining we had a union-only caucus, where representatives of the coalition unions met to talk about our interests and goals for benefits and our pension.

UNAC/UHCP members actively participated in these discussions.

See back page for more on benefits.



"Eye-opening. All members should attend. Such a diverse group, with many of the labor partners giving their input."

—H. Jeannette Nuno
Cudahy, 15 Years



"You feel like you are part of the decision making when you are physically present."

—Pacita Moreno
West LA, 10 Years



"I felt a part of the team. My voice was heard during the labor caucus."

—Belinda Redding
Woodland Hills

We are committed to protecting our benefits.

Kaiser implemented "Flex" benefits on all non-union employees back in 2010, and has since proposed the same sweeping change for other unions and employees. We all know people at Kaiser who had the "Flex" plan imposed. ***We expect Kaiser to seek "Flex" benefits from us in our bargaining.***

The "Flex" plan means higher co-pays, new co-pays and higher out of pocket maximums.

It also means **different benefit levels** based on full and part time status:

- 32-40 hours worked per week gets 100% credit toward the "mid-level option" Flex Plan
- 26-31 hours per week gets 80% credit and must pay 20% toward the mid-level Flex Plan
- 20-25 hours per week gets 60% credits and must pay 40% toward the mid-level Flex Plan

Plan Feature	Current UNAC/UHCP Benefits	Flex Plan (Mid-Level Option)
Office visit	\$5 co-pay	\$20 co-pay
ER (waived if admitted)	\$5 co-pay	\$50 co-pay
Outpatient surgery	\$5 co-pay	\$50 co-pay
Inpatient admission	\$0 co-pay	\$100 co-pay per day
Generic (120 days)	\$5 prescription	\$20 prescription
Brand (120 days)	\$5 prescription	\$30 prescription
PT Annual co-pay limit:		
• Individual	\$1,500	\$3,000
• Family	\$3,000	\$6,000



"It makes a world of difference being part of the bargaining group to comprehend more in-depth about our benefits."

—Sergio Alvarez,
Harbor City, 10 years



"I've learned a lot about the process. We do have input and have to save what we have. The fight is just beginning."

—Cora Holder
Fontana, 28 years



"Very complicated process. Attend to understand the facts."

—Ruby Nagatalon
Anaheim, 1 year

