

Myths & Facts

Would you strike if you knew the facts?

Kaiser Permanente is bargaining in good faith with the Guild for Professional Pharmacists to keep our pharmacists at the forefront of the profession. After months of productive negotiations, continued myths persist around details of KP's contract proposal. KP sets the record straight:

MYTH

"A STRIKE WILL GET US A NEW CONTRACT."

FACT

Not true. Striking will not bring us any closer to an agreement. What will be good faith bargaining. Asking you to sacrifice time and pay for a strike when there is such a good proposal on the table makes no sense. Differences among the parties can only be resolved at the bargaining table.

"KAISER PERMANENTE WILL 'TAKE BACK' THE ONE-TIME \$1,000 RATIFICATION BONUS BY WITHHOLDING THE ANNUAL \$1,800 INCENTIVE BONUS."

Not true. KP is offering a non-prorated \$1,000 ratification bonus to Guild members if they accept and ratify this comprehensive proposal by the given date. This is separate and apart from the annual Incentive Plan payout, which is based solely on meeting performance metrics.

In fact, KP will increase the incentive plan payout by more than 120%, to a maximum of \$4,000 a year (up from \$1,800, which has been the max. for a decade). Average payouts in 2018-2021 have been \$1,600/year. Under KP's proposal, similar performance would merit **an average of \$3,600 each year** for you.

"KAISER PERMANENTE HAS UNREASONABLY REFUSED TO MAKE MLK DAY AN ADDITIONAL HOLIDAY."

KP respects the Guild for Professional Pharmacists. Not all labor unions in the Northern California region have MLK Day as a holiday.

In fact, the Guild, under the PTO program, currently enjoys **6 more paid days** to schedule time off (PTO + Recognized Holidays) than other unions in NCAL who have a traditional time off program (Vacation + Recognized Holidays).

"ANNUAL LUMP SUM PAYMENTS ARE BAD."

Not true. The entire KP proposal significantly advances Guild members' wages, retirement, differential pay, and incentive plan. It is a very respectful and fair proposal.

Over the life of the agreement the **average cash value of KP's offer is in excess of \$18,100 PER YEAR** for full-time Guild-represented-employees.

Under KP's proposal, increased base wages could total **over \$44,000 for the life of the contract.** On top of that, add in a potential total of \$11,300 in lump sum payments. **That's over \$55,700.**