

TO UNION 3/1/2022
3:40 pm.

**Kaiser Foundation Hospitals
and
IUOE, Stationary Engineers Local 39**

EMPLOYER LAST, BEST & FINAL PROPOSAL

March 1, 2022

Term: Three (3) year agreement from September 18, 2021 to September 17, 2024.

Wages:

<u> </u> ⁺⁺	<u>9/25/2022</u> ⁺⁺	<u>9/24/2023</u> ⁺⁺
3% ATB*	2% ATB*	2% ATB*
		2% Lump sum**

**Wage rates are based on the Bay Area Stationary Engineer wage rate. Wage relationships shall remain the same.*

***Lump sum is based on earnings from all regular compensated hours in the last 12 months.*

++2021 Increases will be effective on the first day of the pay period following date of ratification of the Agreement. 2022 and 2023 wage increases will be effective on the first day of the pay period following September 18 of each year of the agreement.

Cash Payment:

IUOE Local 39 represented employees on payroll as of the date of ratification, and also the date of the payout, shall receive a lump sum payment of \$2,500. The lump sum payment shall be paid out within 60 days of ratification.

L 39 Pension Plan:

<u> </u> ⁺	<u>9/18/2022</u> ⁺	<u>9/18/2023</u> ⁺
4%	4%	4%

Pension contributions shall be based on all hours worked, and/or paid up to, and not to exceed a maximum of 2080 hours per calendar year.

**2021 pension increase shall become effective the first of the month following date of ratification of the Agreement. 2022 and 2023 pension increases will be effective on the first day of month following September 18 of each year of the agreement.*

Employer Defined Contribution Plan:

Employer DC Plan contributions shall remain at 3% for the term of the Agreement.

Employer Group Life Insurance:

Effective January 1, 2023, the Employer shall increase the group life insurance benefit level from \$5,000 to \$25,000.

Employer Dental Plan:

Effective January 1, 2023, the Employer shall increase the dental plan annual maximum for participants \$1,000 to \$1,500.

Non-Economic Proposals:

Tentative Agreement reached by the parties on 8-18-21 regarding Vacation Accrual for Engineers who return to active status prior to the expiration of the 12 month layoff (RIF) period.

Tentative Agreement reached by the parties on 11-10-21 regarding Clinical Technology seniority Bidding Groups & Coverage Groups Matrix.

Clinical Technology Biomedical Engineer Classifications (a-k) as proposed by the Employer on 8-26-21.

Facility Maintenance Voluntary Temporary Change In Work Location as counter proposed by the Employer on 8-26-21.

No Sympathy Strike as proposed by the Employer on 3-1-22.

Any outstanding union proposal, whether in the form of a written proposal or in the form of a verbal proposal, which is not identified above, is formally rejected.

TENTATIVE AGREEMENT:

Kaiser Foundation Hospitals

Stationary Engineers, Local 39

Date

Date