



Dear Sisters and Brothers,

The National Agreement (NCBA) establishes a performance sharing program over and above the base wage rates. It is based on mutually agreed performance factors, target and financial gate. Performance targets are to be set by region or national function, and may be based on quality, service, financial performance and/or other **mutually acceptable** factors. If the targets are met, performance sharing opportunities are to be in effect for each year of the agreement.

According to the NCBA, regional or functional factors should be aligned with, and to the extent appropriate **similar or identical to, physician and/or managerial** incentive programs. Please see pages 55 through 57 of the National Collective Bargaining Agreement.

Kaiser Permanente Mid-Atlantic region has taken the position that the financial gate is non-negotiable. For the last several years, it has set the financial gate beyond an obtainable and acceptable goal. Other regions have bargained and set much lower financial targets (i.e. in the Georgia region where they project millions of dollars in losses as the gate, Kaiser Permanente still pays the PSP/R4R bonuses). One region totally eliminated the financial gate. It is clear that we have a right to bargain the gate. In addition, Kaiser Permanente has **paid out the managers** in the Mid-Atlantic region when the financial gate was not met.

These past negotiations, Local 2 proposed equitable treatment of the employees in National and Local bargaining. Local 2 simply requested the same language that Kaiser Permanente had agreed to with either SEIU in the Northwest Region in National bargaining, or the Alliance language in Local bargaining. After reaching a tentative agreement in local bargaining with the Mid-Atlantic region, Kaiser Permanente claimed no "meeting of the minds" and rejected the Alliance language. Since the ground rules to local bargaining only allowed for mutual agreement to issues, there was no ability to pursue the issue further in local bargaining.

Kaiser Permanente agreed with the Alliance to "me too" the Coalition wages, pension improvements and other conditions. Therefore, we raised the issue of PSP/R4R equity at the senior Labor Management Partnership meeting. But Kaiser Permanente refused to provide the Coalition members with the same fairness. We had hoped in the end that Kaiser Permanente would follow its better nature.

To date, Kaiser Permanente has refused to agree to pay out the Local 2 members for their work and contributions. The National Agreement states that the plan is designed for employees to have an impact on the programs targeted factors and afford employees a reasonable opportunity to earn the annual payouts. **Jointly designed** programs will reward Partnership employees for reaching **mutually agreed upon national, regional and/or local targets**.

Our membership is not being paid because Kaiser Permanente has determined that it wants a **two-tier benefit** payout. Therefore, Local 2 is demanding equity for its membership. Local 2 is filling a 1L2 and moving the dispute through the process. We are calling for an end to inequality in the Mid-Atlantic region. Kaiser Permanente needs to stop picking winners and losers, because at the end it is the patients and Kaiser Permanente that loses.

A degrading two-tier system just creates morale issues and resentment. The work of Local 2 members should be valued no less than the Kaiser Permanente workers in any region - including our own.

Sticker up on Thursday. Talk to your co-workers and management. Sign the Petition. Post it on your Facebook pages. Send it out to your communities, churches, family and friends. Please tell Kaiser Permanente it is time to stop the unequal pay. This is a concerted activity, which is protected by the National Labor Relations Act. We know that your unity made a difference before; we are asking you to do it again. **MAKE YOUR VOICES HEARD.**

In Solidarity,
Linda

Linda S. Bridges
President Elect,
OPEIU, Local 2, AFLCIO