

**One Union
One Voice**



**UFCW Local 7
National Agreement
Ratification
Presentation**

Background

- Bargaining Surveys
- Bargaining Process
- UFCW Local 7 Bargaining Committee.



Economics

- 3-Year Agreement.
- Wages: 2% 10/2015; 2% 10/2016; 2% 10/2017; 1% 9/2018.
- Tuition Reimbursement - \$3,000 for all benefit eligible employees after 90 days employment.
- \$500 of TR may be used for: travel, room/lodging; courses, workshops, seminars, conferences, meetings to maintain, advance, obtain position-required licensure/certification

Economics

- By 1/2017, employer will establish voluntary after-tax Roth contribution option.
- Dental and Orthodontia benefits increased to \$1,500 each.
- Employer-provided life insurance at \$50K, with option to buy richer coverage.
- Benefit by Design Voluntary Programs available to non-represented staff will be made available to Coalition members (e.g., term life insurance, pet insurance, long-term care ins., auto and home ins.,


Economics

- Pension intact – no changes.
 - Group to meet to discuss and to provide consensus decision re retirement income before the next round of bargaining.
- Active Health – No Changes Except:
 - Point of Service Plan Eliminated for existing participants 1/2017; closed to new entrants 1/2016.
 - ED Copays: increase to \$100

Economics

- Health Care Savings Account: max contribution amount increased to \$2,500 for 2015; increased to IRS max thereafter.
 - Rollover of unused amounts of up to \$500; effective 2017 plan year.
- ACA “Cadillac” Tax – The parties will meet and act by consensus to determine path for KP to avoid the ACA excise tax.
- Flu Shot – Effective 10/1/2015 all employees req’d to take flu shot or wear mask when in patient care setting during flu season.

Economics

- Ben Hudnall and SEIU Trusts' employer funding increased from .3% to .4% of payroll.
 - Additional \$3M contributed to BHMT annually.
 - Additional \$1 M in BHMT for training for redeployment scenarios.
 - THIP -- \$500 incentive per year; structure of plan to be bargained.
- 

Retiree Health

➤ Three Minute Video

➤ <https://vimeo.com/131254542>



Retiree Health Eligibility

- Agreement does not change the eligibility rules.
- You must meet one of the following options by the time you retire:
 - Golden Rule of 75
 - Age + Years of Service = 75
 - Complete 15 years of service and be at least 55 years old

Retiree Health Design

- Existing Retiree Plan
 - Mid-option for retirees.
 - Fully paid for 25-year employees.
 - Cost-Sharing: EE pays 4% of premium for each year of service less than 25.
- In 2012 a cap was agreed to go into effect for those retiring after 12/31/2016. Company was unwilling to push the cap back another five years.

TA Retiree Health Design

- Effective Date: Anyone who retires on or after 1/1/2017.
- “Core” commercially available KP Senior Advantage
- Premium subsidy for retiree and spouse; 3% increase each year
- Health Reimbursement Account -- \$2000 per year of service
- Recharge of \$10K for 85 YO



KP Senior Advantage

- Current “Core” KP Senior Advantage Denver/Boulder
- Current Monthly Premium - \$0
- Annual Out of Pocket Max - \$4,900
- Deductible - \$0
- Co-Pays – MD’s Office \$50 / Specialist \$50
- ED: \$65; Urgent Care: \$30; Prevention: \$0
- Hospitalization: \$265 per day for days 1-6; \$0 after
- Outpatient Surgery: \$275

Local Problem-Solving

- 9-Hour Shifts permitted – Mutual agreement required with employee and sup; OT after prescheduled 9-hour shift.
- Continuing Education Update – Include Radiology Practitioners Asst and Speech Pathologists in “Mid-Level” Benefit Amount.
- Staffing Language – Updated Article 26 to conform to our current staffing committee processes.

Local Problem-Solving

- Distant Traveler Premium Added – Those traveling a total 100 miles round trip to complete the shift receive \$50 pay premium.
- Job Elimination Language Update – Language allows the parties to be more flexible during job elimination to address a diverse type of operations.



Conclusion

- Any questions?
- What is the Active Ballot Club?
- Motion to open the ballot box?

