

SOUTHERN CALIFORNIA REGION For Coalition-Represented Employees

Summary of July 26 Proposal

YOUR GREAT BENEFITS WILL CONTINUE



Medical Benefits
Same office visit copays



Pension Benefits
Industry-leading benefits
for you/new hires



Dental Benefits
Comprehensive coverage

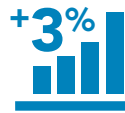


Performance Sharing
Cash payout based
on defined targets



Prescriptions
\$10 in-person/\$5 mail-order
copayment¹

INCREASES TO YOUR PAY



Wage Increases
+3% increase each year
(2019 – 2022)

ENHANCEMENTS TO YOUR BENEFITS



Travel for Learning
+\$250 as part of tuition
reimbursement program

BUILDING THE WORKFORCE OF THE FUTURE²

\$40
MILLION

**Workforce
Development Fund**
To support training for
new entrants into the field



**New Hire Training
Positions**
3-year transition to Step 1
of the current wage scale³

¹ Based on meeting incentive targets

² Available to unions who choose to participate

³ For agreed upon roles only