

Kaiser Permanente Southern California's Summary of Last, Best, and Final Offer to NUHW Healthcare Professionals Unit

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Below are highlights of Kaiser Permanente's offer as of April 21, 2020.

Economics

Across the Board Increases and Lump Sum Payments:

- A wage increase of 3% for 2018
- A wage increase of 2% for 2019 and a 1.5% cash payment
- A wage increase of 2% for 2020 and a 1.5% cash payment

The 2018 increase and the 2019 increase and the cash payment are effective upon ratification.

A **Performance Sharing Bonus** of up to \$3,000 for 2020

A **Ratification Bonus** of 1% will be paid to full- and part-time active employees employed on the date the new contract is ratified.

Retiree Medical Health Reimbursement Account

Increased to \$2,000 per year of service.

Tax Deferred Retirement Savings

Effective January 1, 2021, employees hired after 1/1/15 (*i.e.*, employees who have defined contribution only) will receive an employer match of up to three percent (3%) of the employee's qualifying contribution to their retirement savings accounts. This is in addition to the existing Kaiser Permanente employer contribution equal to six percent (6%) of the employee's eligible compensation. No changes to pension or DC match for employees hired prior to 1/1/15.

No changes to **Active Medical Program**

Annual dental coverage

Increased to a maximum of \$1,500

Alternate Mental Health

Effective January 1, 2020, the Alternate Mental Health coverage will cover 80% of reasonable and customary charges, inclusive of both inpatient and outpatient, with no maximum number of visits.

Increased tuition reimbursement to \$3,000/year with \$750 of the total usable for travel which brings this benefit on par with other roles.

Wage Differential Enhancements

Differential increases for Evening and Night Shifts, and Bilingual Pay.