

Kaiser Permanente's offer to Coalition-represented employees **just got better!**

FACT: KP wants to pay you even more.

4-year term	1	2	3	4
NCAL and WA	4%	4%	3%	3%
SCAL, CO, MAS, NW, and HI	3%	3%	3%	3%

- **A redesigned Performance Sharing Plan** with **minimum payout** opportunities — and potential opportunity of **up to \$3,750 maximum payout**
- **Additional investments** for employee development and education
- **Improvements** to retiree medical plan in Washington



New higher Coalition minimum wages			2024	2025	2026
			2024	2025	2026
	NCAL & SCAL	Minimum Rate	\$23	\$24	\$25
	WA, NW, CO, MAS, & HI	Minimum Rate	\$21	\$22	\$23

The many benefits of a KP job

KP's market-competitive pay: provides wages that are higher than the local market to attract and retain the best employees.

Excellent benefits mean more money in your pocket:

- **Low-cost, high-value** medical and dental plans
- **Life and disability insurance** plans that help you build a safety net for the future
- **Generous time-off programs**, wellness tools, and more
- **Learning and development** opportunities to build skills and advance careers through training courses, tuition reimbursement programs, and educational trusts
- **Retirement benefits** and **retirement income plans** to support you in your next phase of life



Four tentative agreements reached so far:

1. Use of registry staff
2. Dispute resolution
3. Travel for continuing education
4. Tracking staffing vacancies



Your excellent benefits add another **50%** of value to your overall compensation.

Want to learn more?
Talk with your manager or go to kp.org/labor.

