

Don't get misled — Do the math for yourself

Strikes don't pay for you, and hurt your patients by delaying needed care.

\$35

Average hourly wage for a Coalition-represented employee.

x

2 WEEKS

80

A 2-week strike equals 80 hours of your wages.

=

\$2,800
in lost wages



See what a strike could cost you:

\$

Enter your hourly wage.

x

2 WEEKS

80

Multiply by 80 hours.

=

\$

If you strike

The pay you'll lose

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



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

Why strike when you get more?

Kaiser Permanente has proposed:

- ✓ **More** pay
- ✓ **More** opportunity with an enhanced PSP
- ✓ **More** in NEW minimum wages
- ✓ **More** staff (and getting them faster)

PLUS:
We've hired over 9,700 new Coalition-represented employees in 2023.

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

