



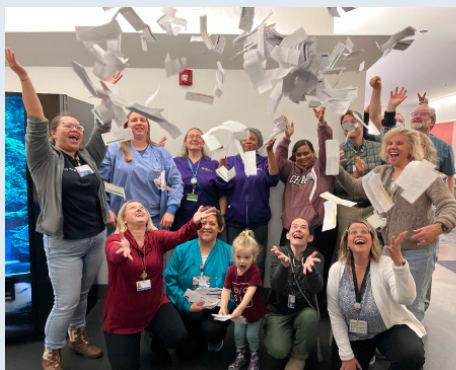
Solidarity Matters!

We win bigger together than we do apart. Because of the solidarity between our union and 80,000 other Kaiser workers across the country, we secured a great contract and national agreement.



"I really appreciated working so closely with OPEIU Local 8. We work as a team together in our clinics and we also work together in partnership to build strong unions and win big. We took action together and made sure all members knew what was going on in negotiations. By doing this, we got great results."

-Marie Neumayer, MA, Union Partnership Representative, SEIU Healthcare 1199NW



Here are some highlights:

Full parity on retiree medical

- ★ \$2500 per qualifying year of service into your HRA
- ★ At age 65, \$39.50/month for retirees to spend on a Kaiser medical plan premium (goes up by 3%/year)
- ★ **An additional \$15k goes into the HRA at age 85PSP** restructure with a minimum of **\$1200** and a maximum of **\$3750**
- ★ Service qualifications is 15 years of service at Kaiser at a 0.75 FTE or higher (years of service with Group Health and Columbia Medical Associates, or other KP regions count)
- ★ **Must be age 55 or older and at least 0.75 FTE at**

retirement. Stronger protections for remote worker agreements

- ★ If you live in a Kaiser Permanente Medicare Advantage Service Area, you can use the Retiree Medical HRA to be reimbursed for expenses such as the Kaiser Permanente Medicare Advantage (HMO) plan including copayments, deductibles, and prescription drugs, over-the-counter drugs, menstrual products, Kaiser Permanente Medicare Advantage (HMO) plan premiums, and copayments for you and your Medicare-eligible spouse or tax-dependent domestic partner. The Retiree Medical

HRA can cover only medical expenses allowed under Internal Revenue Code rules, and that are for Medicare-eligible services connected with a Kaiser Permanente medical plan

- ★ If you live outside a Kaiser Permanente Medicare Advantage Service Area, you can use the Retiree Medical HRA to reimburse you for your and your spouse or tax-dependent domestic partner's individual Medicare supplement plan or Medicare Advantage plan costs, including premiums, and any deductibles, coinsurance, and copayments associated with the Medicare supplement or Medicare Advantage plan you enroll in, in accordance with Internal Revenue Code guidelines. You may not use the Retiree Medical HRA to pay for

costs outside of a Medicare supplement or Kaiser Permanente Medicare Advantage (HMO) plan. For example, the costs of another employer-sponsored group health plan are not covered

- ★ If you die before the Retiree Medical HRA balance reaches zero, any balance will be available for your surviving spouse, or for a surviving domestic partner who was a dependent, (but not for children) for eligible medical expenses
- ★ If you die before becoming eligible to use the Retiree Medical HRA, but after you satisfied the Retiree Medical benefit age and years of service eligibility requirements, your surviving spouse or eligible domestic partner may access the Retiree Medical HRA when you would have reached age 65

Kaiser Permanente Retirement Center can be reached at 866-627-2826

Increase CE funding toward travel and access to a new program, Futuro

- ★ CE travel reimbursement is going from \$750 to \$1000
- ★ Futuro is a program for our friends and family to get trained in the medical field and to help us address hard-to-fill positions. This contract included a large expansion of the program and we will start to see opportunities in Washington state next year

New agreements on staffing

- ★ Expedited Bidding Process is by mutual consent, department-by-department
- ★ New hires and transfers during Accelerated Hiring Program (AHP) stay in job for a year, unless is a promotional opportunity, including FTE increase
- ★ High volume hiring event sometime in the next year
- ★ Referral bonuses for hard-to-fill positions
- ★ Regular reporting on vacancy and traveler data including any positions that have been removed.

Update on the timing of our raises

We've been informed that Kaiser's payroll system requires more time to update pay raises and process retro payments. New 6% ATB pay rate increases will be reflected on our checks on January 19, 2024. In exchange for this delay, Kaiser agreed to move up the timeline for the ratification bonus to December 8, 2023 payroll.

- ★ Ratification Bonus moved up – December 8, 2023
- ★ New ATB wage increases – January 19, 2024
- ★ Additional Market Adjustments – March 29, 2023
- ★ Full Retro Pay delayed – date to be determined