

Coalition National Bargaining Facts at a Glance

Kaiser Permanente is proud to be an **employer of choice** and we are **deeply committed to the financial health of all our employees.**

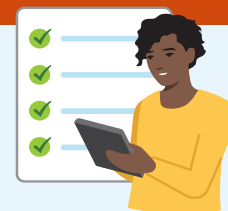
Wages

- Our strategy is to **pay a premium wage in every market** to attract and retain the best employees.
- Coalition wages are on average **15% above the average paid by our competitors** – in some markets, we pay close to **30% above competitors.**
- Kaiser Permanente will **not propose any reduction in wages.**
- We must work together to provide **market competitive increases while maintaining affordability** for our members.
- **If KP is less affordable, members may leave** for less expensive health plans.



Benefits

- On average, employees contribute **less than 1% to the cost of their medical coverage.**
- The health care industry **average is approximately 20%.**
- KP provides **subsidized retiree medical plans and health reimbursement accounts (HRAs).**
- Many organizations that offer retiree medical plans **require the retiree to pay 100% of the cost.**
- Most private sector organizations **don't offer defined benefit pension plans.**



Premiums

KP employees pay almost nothing for their health care coverage – even as Medical plan premiums in the U.S. have continued to increase over the last 15 years.



Retirement

KP-funded retirement income and retiree medical plans help provide a financially secure future for employees and their families.

Employee compensation and benefits are designed to help employees and their families **thrive.**

Ask your friends and neighbors how their benefits compare – you may be surprised.

Scan this QR code to learn more or talk to your manager.

