

# Don't get misled — Do the math for yourself

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

**\$35** x **80** = **\$2,800** in lost wages

Average hourly wage for a Coalition-represented employee.      A 2-week strike equals 80 hours of your wages



See what a strike could cost you:

**\$** \_\_\_\_\_ x **80** = **\$** \_\_\_\_\_ **The pay you'll lose**

Enter your hourly wage.      Multiply by 80 hours.      If you strike

| 4-year term               | 1    | 2  | 3  | 4  |
|---------------------------|------|----|----|----|
| NCAL and WA               | 4%   | 4% | 4% | 4% |
| SCAL, CO, MAS, NW, and HI | 3.5% | 3% | 3% | 3% |

- **A redesigned Performance Sharing Plan** with **minimum payout** opportunities – and potential opportunity of **up to \$3,750 maximum payout**
- **An updated and modified outsourcing side letter of agreement** addressing many Coalition concerns
- **Additional investments** in employee development and education funding
- **Improvements** to retiree medical benefits



|   |                         | 2024         | 2025 | 2026 |      |
|---|-------------------------|--------------|------|------|------|
| <b>Proposal for Coalition minimum wages</b> | NCAL and SCAL           | Minimum Rate | \$23 | \$24 | \$25 |
|   | WA, NW, CO, MAS, and HI | Minimum Rate | \$21 | \$22 | \$23 |

## Why strike when you get more? Kaiser Permanente proposes:

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

**PLUS: We've hired over 9,800 new Coalition-represented employees in 2023**

**Want to learn more?** Talk with your manager or go to [kp.org/labor](http://kp.org/labor).

