

Kaiser Permanente's newest proposal: Even higher wages!

KP wants to pay you even more.

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** for employee development and education funding
- **Improvements** to retiree medical benefits



		2024	2025	2026	
Proposal for Coalition minimum wages	NCAL and SCAL	Minimum Rate	\$23	\$24	\$25
	WA, NW, CO, MAS, and 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



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.

